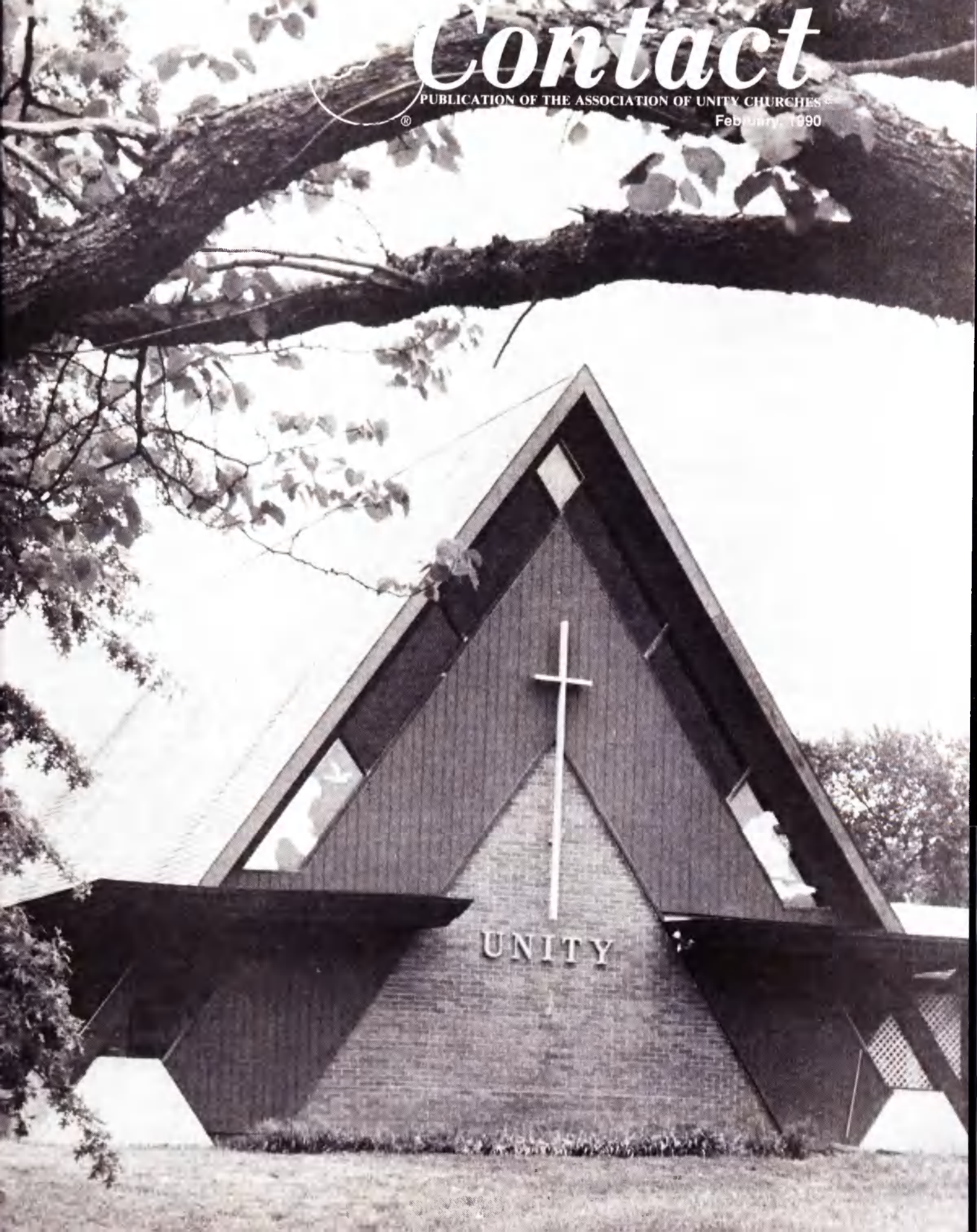


Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES
February, 1990



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

Only The Wounded Can Serve

In one of Thornton Wilder's plays, there is this great sentence: "In love's service, only the wounded soldiers can serve."

Is it possible that our own woundedness enables us to love more deeply? Is our woundedness really our certification for leadership? Is the struggle of our own journey what has equipped us best to love our people?

For many years, I worked at appearing as though I had it all together. I felt that, in order to be a good Unity minister, I needed to look at all times as though I was demonstrating the Truth. Have you done this too? Sitting there on our bicycles with the kick-stand down, we can look so "all together." But in order to ride the bike of life, we have to move--and that involves falling down.

"In love's service, only the wounded soldiers can serve."

Whether it's due to experience or maturing, I've come to realize that often I am the better minister when I can stay in touch with my own pain and, from that pain, connect to the Truth. I find that my own authenticity enriches my life as well as the lives of others. Staying "conscious"

at the growing edge of consciousness means being vulnerable.

...you are closest to God in your pain.

I'm sure we could swing the pendulum and wallow in grief--really enjoying our trials and tribulations. Somewhere there is a balance of being conscious of wounds while, at the same time, being aware of the freeing Truth. You and I are among the walking wounded. I believe that's our strength. We have pain, guilt, shame, anger, confusion--some of us have a lot. We often wish events hadn't happened or that the pain at least would go away. Yet our wounds don't leave us. Have you noticed? No matter how we intellectualize and deny them power, they don't go away.

I've come to realize that this is a wonderful gift from God. Wounds won't leave us because they are a part of our journey. They are the way in which we have discovered more of the God presence. Fritz Kunkel teaches that we must move through pain to an authentic connection with God. I think it was he who said that you are closest to God in your pain.

We know that God is always with us, and we're never far from God--and yet, we do open an authentic awareness of God when we hurt. The hurts are, indeed, the corrective maneuvers of the soul to get us back on course. They are valuable teaching tools. Our wounds enable us to feel and know deeply the power of God to transform us from the inside out.

Light can shine out only through the cracks in the jar. Water can flow only where the earth has been pierced. Love becomes radiate from the unlove within us. Healing arises because of the wound. I think we're all farther along the journey as our "denial" takes the shape of love. Maybe that's what Mr. Fillmore meant when he talked about making denials like removing cobwebs. It's a gentle activity of love that withholds power but does not deny experience.

Embrace your woundedness, for such is indeed the honor Spirit has given you so that you would discover more of God and

be the teacher/minister you are. You see, wounding is power--it opens your heart and probably is one of the major aspects of your coming into the ministry. "In love's service, only the wounded soldiers can serve."

You remember when Jacob wrestled with a stranger who later reveals himself as a messenger from God, and Jacob decreed that he would not let the angel go until he got his blessing. The angel held on until Jacob was crippled. Then Jacob was blessed, received a new name, and limped off into the future.

How often your pain is also your experience with God. In the "crippling" is the blessing, and you limp into your future having come to know more of God. I have. I count all my difficulties as blessings. Many have hurt a lot--and the more so, the greater the blessing has become.

For me, the more I can be authentic in myself and perhaps with certain very special people in my life, the more I can go to my pain and greet God. Usually I have to stay long enough and wrestle to glean the insight that the wound carries with it. Growing isn't usually easy.

I invite you to contend with God, embrace your pain. There is healing, and there is power. First there is the wound. It is true, only the wounded can serve. Your scars equip you better for God's service--wounding is your power. Embrace your power, for in love's service, only the wounded can serve.

Volume 23, Issue 1

February, 1990

CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Christ Church Unity
Springfield, Missouri
Minister: J. Douglas Bottorff

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

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part III

One of the joys and "loves" for ministry is teaching. During this month we celebrate love; we consider further ways we can vary and improve our methods of teaching and, therefore, one of the important ways we share our love.

Statement of the Challenge

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

Answers to these questions require consideration on three planes: (1) to

Building Our Future: Steps on the Path

We are excited to announce that Shay St. John, an outstanding Unity minister and colleague from San Francisco, is our new Development Officer. Shay will be in her office January 8, 1990. (As I write this just days after Thanksgiving, Shay is still in her ministry and she has shared that she feels she "has already begun" her new assignment.) The voting membership of the Association, our colleagues, and Association staff welcome you, Shay, as we take our next steps in providing services and products into our future.

ascertain "why" the concern and apparent challenges levied at games and experiential education activities as teaching-learning devices in both secular and religious settings; (2) to examine and select interpersonal communication experiential education activities for use in this study; and (3) to evaluate and compare quantitatively interpersonal communication experiential education activities selected from both the secular and religious fields.

Importance of the Study

This study grows out of a lack of information on measurable affective learning made by individuals in religious education programs, and the importance of this study derives from its rarity in the religious field; namely, using pretest and posttest procedures rather than the more popular questionnaire, interview, and observer techniques common to religious education research.

After reviewing hundreds of religion-related studies, Sociologist Allen Barton stated that:

...with a few outstanding exceptions, methodological weakness is the major failing of the body of research being reviewed. A notable breakthrough in this vital but confused field could be achieved if the technical level of the work could be brought up to the standards current in other fields. Those who are working with man's highest concerns can use no less than (sic) the best available research tools." (In "Selected Problems..." p. 837; in Strommen, M.P., ed., Research on Religious Development. Hawthorne Books, N.Y.C.)

Research sponsored by religious groups is rarely reported in scientific or educational circles. Millions of dollars expended by research departments of some of the largest denominations, e.g., Southern Baptist, United Presbyterian, and Lutheran Church in America, produced, through the recent past, studies considered to be private and were seen only by publishers of periodicals and books in the religious education field, program planners, and curriculum developers. Even so, religious educator Merton Strommen said, "Most of the studies they have sponsored follow a management rather than an educational model." (Ibid., p. 801.)

Hypothesis

The hypothesis of this study is that games and experiential education activities devised for use in secular situations are more effective in facilitating within individuals a perceived sense of self-actualization than those games and experiential education activities produced by churches and religious publishers. If this hypothesis is confirmed, it would suggest that ministers and adult religious educators would profit by augmenting their current store of games and experiential education activities by using similar teaching-learning devices planned for use by managers of industry and commerce, sociologists, psychologists, and others in the study and/or management of human behavior under various conditions.

See SYTTLES on page 8

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

The Participant's Role In Successful Meetings

Having the opportunity to attend a lot of meetings may make people feel they are already experts or pro's at meetings. While this may be true, we can continue to improve meeting participation by learning, practicing and observing a few key skills.

There is a basic assumption that is important and sometimes overlooked. When a person makes the commitment to serve on a board or a committee that means they will be present and participate in those meetings.

It is important to know what you want from the meeting and this requires that agendas, previous meeting minutes, and information needed for good decision making is sent in seven to ten days in advance. This gives the participant time to review the documents and to prepare for the meeting.

Increasing skills as a meeting participant involves improving those communication skills that help you get your point of view across. Knowing when to change positions and learning how to avoid arguments by keeping the discussion going. "The ear is the key to effective communication. Not the mouth." (Burleson, *Effective Meetings*) Mastering listening skills increases the participant's value to the meeting.

Getting your point of view across

In order to enhance effectiveness in meetings there are a few simple strategies that can be implemented. These presentation concepts are common sense approaches and require some thought and practice.

1. Be positive in what you say and how you say it.

Approaching any discussion from a positive point of view can be easily done even if you disagree with another person's point of view. Keeping discussions positive and factual instead of emotional reactions to what has been said can reinforce your position.

For Example:

Sam: I am totally against building a new church.

Sally: Tell me why, Sam. I want to understand because I know you see some value in this long range goal for the ministry.

Sally's response does not discredit Sam's point of view. Rather it moves the discussion forward by asking for clarification of his point of view.

How to say what you say is more effective if done in a positive voice. Shouting and lowering your voice are not effective. Communication is 20 percent what we say and 80 percent how we deliver the message. Being tentative in thought often shows in our voice. When talking keep out the tentative or questions inflection by saying things in a positive voice.

2. Slow your speech.

When people become excited or tense they speak much faster. This impacts the choice of words they use and the ability of others to listen. By deliberately slowing your rate of speech you are heard by everyone, you have more control over your voice, and can reduce tension. This adds power to your comments.

3. Friendly eye contact.

As you begin to speak make eye contact with the leader of the meeting. If you

are answering a question or addressing your self to another make eye contact with that person. Once established, move to others, return to the person you are addressing and move away again. This type of movement gives the speaker the opportunity to scan the other participants' facial reaction to the discussion.

It is interesting to note that in groups of ten there are usually two people who stare at the table as they speak.

Without question a smile goes a long way to enhance eye contact.

4. Sit with an appearance of interest.

People who look comfortable, alert, and ready to contribute give a definite appearance of interest in the meeting.

5. Effective arm and hand movements.

Broad sweeping arm moves often detract from presentations especially at a conference table. Some people who use abnormal arm movements become finger pointers in times of stress. Keeping arms within a reasonable range of the body is more effective.

Hand movements convey emotion and lend animation to your presentation. If the use of hand movements is part of your normal style check yourself out during a couple of meetings and see how it looks. If you do not use your hands very much observe other people and slowly begin to use your hands to make your point more effectively. There is a tendency to become self-conscious during this "evaluation" period. It generally passes.

The understanding of gestures used by different cultures may be important in larger urban ministries.

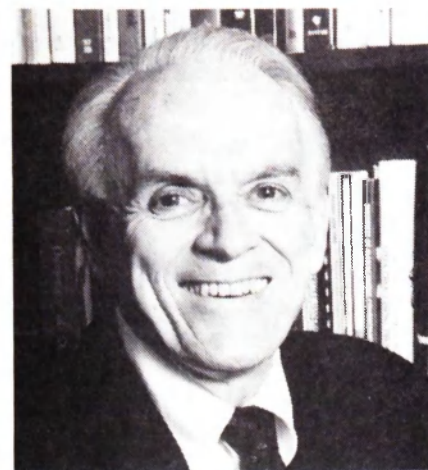
6. Take a position.

Most people attend meetings having taken some kind of position based on knowledge or beliefs. A position taken early in a meeting can be temporary and if needed, changed as the result of greater understanding and information.

Start the meeting with your position clearly stated and invite others with different positions to do so in a positive way.

See **ROLE** on page 7

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth & Development
Director

Where Is The Focus of Your Attention?

Last month I introduced the first in a series of worksheets which you can use with your leadership team. As promised, I'm going to review the factors and make comments for your consideration.

For your convenience, the factors are reproduced below:

Current Focus and Tendency of Thought of the Leadership Team

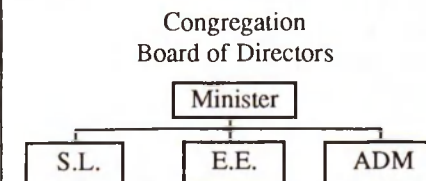
1. Administration of ministry
2. Focus on current ministry needs/problems.
3. Minister-Board-Volunteers relationship building
4. Identification and blessing of existing strengths and positive conditions
5. Development and unfolding of mission and vision

Discussion

Administration of ministry consumes a disproportionate amount of the available energy of many ministers. The dictionary defines administration as the management of an office, an awesome responsibility on top of an already busy work day.

I frequently hear the lament, "I'm kept so busy worrying about toilet paper for the bathroom and other nonspiritual responsibilities that my spiritual work has to be done at home when I'm tired and too often stressed out." What's to be done about this situation?

I recommend that you look newly at the list of responsibilities you have assigned to the minister. In the typical church the organization is as follows:



The letters S.L. stand for the spiritual leadership responsibilities; ADM for administration, and in too many ministries, the E.E. stands for everything else!

In my home ministry we are currently engaged in hiring an Administrative Manager who will eventually grow into a Director of Ministry Operations. We see this person being responsible for the daily administrative and operational activities being in full support of the senior minister's unfolding vision and current goals. I'll keep you informed as to how this is working.

See **FOCUS** on page 8

This month's worksheet is designed to surface possible goals that need to be prioritized. To use this worksheet, ask each member of the leadership team to rank each goal on a 1 to 9 basis with 1 being most important. This activity is beneficial and stimulating to do. Next month I'll discuss the implication of each possible goal.

Worksheet 2

Goals

	Rank
1. To assist our minister in transforming his/her leadership style from shepherd to rancher	_____
2. To increase the level and amount of positive cash flow	_____
3. To increase the number, quality, and participation of lay leaders	_____
4. To identify and be responsive to meeting the "human hurts" of both members and the nonchurched in our Unity community	_____
5. To create an organization structure that will serve the church for now and the foreseeable future	_____
6. To create an administrative system that will serve the church for now and the foreseeable future	_____
7. To identify, create the process for, and collect the information and statistics required for responsive, proactive planning and decision making	_____
8. To improve the process of attracting, welcoming, and assimilating new members into the church	_____
9. To identify and manage the factors that usually have low visibility and high impact on the dynamics of the church	_____

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Bulletin From The Radio/Media Department

In continuing effort to keep you informed of the latest trends in media, here are a few noteworthy items which should help you evaluate your media placement.

IMAGINE. . .tuning in the top radio and television stations and receiving quality Unity programs that feature the creme de la creme of New Thought with credible men and women on the cutting edge of religion, science, medicine, and psychology.

REGARDING TELEVISION: The American Television viewer watches, on average, six to seven hours of television a day. These viewers account for 67% of TV viewing. In other words these "heavy viewers" represent the largest percentage of the audience figures presented to us by TV media representatives. These "heavy viewers" are all persons 12+ and who spend very little active time throughout their day. They are ones most unlikely to make changes in their lives. "Light viewers" account for 13% of TV viewing. Light viewers tend to be highly selective in their viewing habits. They are active persons who are most likely to willingly grow and make changes in their life. These individuals are the most difficult to reach through the television media and

easiest to reach by way of speciality magazines, appropriate newspaper sections and selective radio. It is important when considering the media of television in your outreach that you carefully select the program availability that is most likely to be viewed by your potential congregant. Buying television time can be misleading when only looking at the numbers of persons watching a particular station. Be selective. Choose programs most appropriate to who you are trying to reach. Keep in mind television's fragmentation with cable, satellite, and independent channels.

IMAGINE. . .hearing scores of people saying, "Oh you're with Unity, where have you been all my life? . . . I love your programs. They've made a big difference in my life."

REGARDING MEASURING MEDIA RESULTS: Be careful in your outreach efforts that you monitor and measure the results of your broadcast plan but do not try to achieve a "dollar-spent-per-person-reached" expectation that is unreasonable. Be realistic in your expectations but do commit to a consistent program over a long period of time. This way you can measure your results fairly. An effective campaign for a nonsolicitation Unity message must be given an opportunity to penetrate the marketplace over a minimum six-month period. Consistency will give you an effective measurement. Also, make sure your congregants know what you are doing in your advertising efforts. They can further support your broadcast campaign by giving you and your media committee feedback from friends and family. They can also be responsive by having tapes, brochures, and other materials that you are providing to new inquiries in their possession in their car and home and in this way respond to the newly generated positive talk about Unity in your community. Much of your measurement comes from an organized feedback system that measures results in many different ways.

Albert Abdulky in San Antonio, Texas, measures results from the radio ads through newcomers, telephone responses, and inquiries directly to the

radio station.

Find out when your messages aired and compare the air times and dates with incoming calls. Trigger newcomers memory with a short check list (including station call letters) as to how they learned of Unity. Keep your congregants informed and ask for their feedback.

IMAGINE. . .regular broadcast programs and spot announcements that encourage the acceptance of one another's religious and cultural differences without condemnation. "Behold how good and pleasant it is when brothers (and sisters) dwell together in unity."

The Radio/Media Department has camera-ready print artwork available for newspaper and magazine ads. Call Karin for information.

The Communications Manual is in stock and available. It will prove valuable in educating your media person or committee on the basics of a media outreach program.

We are in the process of having produced an additional fifty sixty-second messages for the "You Can Make A Difference" campaign. Call or write for details.

IMAGINE. . .the Association of Unity Churches broadcasting our Truth message via powerful short-wave radio stations into every corner of the earth twenty-four hours a day.

And I want to leave you with this very powerful quote from Charles Fillmore regarding Unity's broadcasting station:

September 6, 1924

"We feel that this new department is a big step upward in Unity's great work of spreading Truth into every corner of the earth. The testimonials that we receive from people all over the country speak eloquently of the work that can be accomplished through the radio. Ever alert for new methods, Unity has welcomed this opportunity to improve the radio service to its friends."

Radio. . .the most visual of all media. It appeals to the imagination of every individual listener. . .selectively. . .the invisible made visible through the power of mind.

PARTNERS IN MINISTRY a network of spouses of ministers



Karin Mosley

Love is always patient and kind. It is never jealous.

It's that season of love. No, not Christmas--the OTHER one! February brings Valentine's Day when it's okay for us to send cards to those we love and tell them so. What a joy it is to remember each special person who shares some space on this planet in a unique way. There is something within me that wonders who receives the greatest blessing--the one sending the cards or the one receiving.

Love is never boastful or conceited. It is never rude or selfish. It does not take offense, and is not resentful.

A friend and I were once discussing unconditional love. If there is a mega challenge in the universe it is just that--unconditional love. Just ask for it and see what happens! Believe me, challenges in practicing it will come flying out of the woodwork. Maybe it's that person at work who suddenly starts "rubbing you the wrong way." It could manifest as notes of confirmation received--you're okay; you're loved; I support you; maybe it will be that wonderful cuddly puppy who isn't quite housebroken or a child with a less-than-satisfactory record at school.

Love takes no pleasure in other people's sins, but delights in the truth. It is always ready to excuse, to trust, to hope. And to endure whatever comes."

Paulist Father Ellwood "Bud" Kieser speaking at the 1989 North American Broadcast Section/World Association

for Christian Communication Conference said, "The greatest challenge of faith is to believe I am loved by God--UNCONDITIONALLY.

Can you accept the challenge of unconditional love? While you're at it try to figure out who receives the greatest benefit. I love you.

Love does not come to an end.

ROLE

Cont'd from page 4

Remember, positions are not ever cast in stone until the final vote is counted.

Through the development and practice of these six strategies your meeting skills can impact the effectiveness of your participation and presentation.

Recommendations have more impact that conversations or debates. Through observation you can gauge the impact you have on a group by how quickly the group refocuses thoughts from your presentation or position to the next speaker and/or if people take notes on what you had to say.

Changing positions and sides

Meetings can move along if people quickly by stating their new positions. By clearly stating why you have changed your position others may note they missed some key points during the discussion.

Occasionally a "love me love my motion" message is communicated when it appears the "sides" are more than temporary. All participants have the right to change sides when their viewpoint is altered. Blind loyalty to individuals or groups within the ministry can be counterproductive. Meeting productivity is increased if participants agree that

all decisions made are ones that benefit the overall ministry.

Argument and discussion

Although similar in definition, argument and discussion are vastly different in the context of a meeting. A discussion is an exchange of information and ideas. However, a discussion can evolve into an argument when questions are answered by the rigid stating of a position time and again or if it appears the information discussed or other people's viewpoints are not being heard or valued.

Avoid arguments. When asked a question, answer the question and listen to other points of view. If you find yourself involved in an argument, realize that anger and emotional words are moments away. Taking control of the situation by acknowledging the situation and requesting a break is strongly encouraged. You have the ability to stop the argument and return to the discussion.

Meetings are more productive when everyone is present and participating. Good participation is wonderfully contagious. Set an example as a participant that others will follow.

STYLES

Cont'd from page 3

Definition of Terms

The remainder of this text contains terms which are used interchangeably and another which is abbreviated. Therefore, a few clarifications and operational definitions are in order.

The first term for definition, "interpersonal communication," may be advantageously divided. Using the second word first, "communication" can be described as a transactional process involving an intelligent sorting, selecting, and sharing of symbols in such a way as to help another elicit from his own experiences a meaning or response similar to that intended by the source. Educator/Psychologist Raymond Ross states that communication should be recognized as a process and not simply a transfer of meaning (Persuasion: Communication and Interpersonal Relations, p. 57; Prentice-Hall, New Jersey.)

Putting the two words, "interpersonal communication" together, specialists in the field, Kim Griffin and Bobby Patton, have said that the term is "concerned with the face-to-face confrontation between people who are consistently aware of one another." (Fundamentals of Interpersonal Communications, p. 5; Harper, N.Y.C.)

"Experiential education activities" refers to materials whose design is to promote experience-based learning, and they include role playing, action parables, simulation, and any structured activity designed to teach a subject, skill, understanding of self and/or others, or to effect changes in attitudes and behavior. Rather than always using the full term, "Experiential education activities," this study will interchangeably use a coined abbreviation, "exedacs."

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

(Next month we shall continue with past and recent use of "gaming" and current developments as teaching aids.)

Please join us in your regular prayer time:

"Through faith in God and unity in Unity, we lovingly build our new home for the Association of Unity Churches."

FOCUS

Cont'd from page 5

Focus on current ministry needs/problems. This is a tricky one to discuss. In the ministries I've served that were floundering or leveled off, much of the focus was on the survival of the ministry as an operating entity, rather than working to fulfill the vision. It's easy to think our power into lack and dysfunctional situations, especially when well meaning board members are still coming from a "let's fix it orientation." The minister has to be on guard that this fix it reaction be put under the spotlight of metaphysical truth.

One recurring condition I encounter with ministries with undue focus on fixing the needs and problems is having a nonlithing board member serve as the treasurer. It seems to me that the unfoldment of a ministry is not a function of the application of temporal management and church growth principles alone.

Consciousness is the mother of ministry, and unless our relationship with God is unfolding, the ministry will not unfold. Assigning a person without the consciousness of abundance and cheerful giving as treasurer to me is a recipe for struggle in the financial affairs of ministry.

Minister-Board-Vounteers relationship building. This factor is always present in ministries that are growing and

prospering the lives of those they serve. One key aspect in the building of relationships is taking a stand for excellence and loving attention in everything done by the ministry to express the power and presence of the Christ. Creating the consciousness and conditions for empowerment of those who serve is essential, yet few ministries have specific programs designed for this purpose.

Identification and blessing of existing strengths and positive conditions. We are told that what we bless confers prosperity upon it. Seldom do I find specific responsibilities established for blessing each aspect of ministry. The ministries that have adopted this practice report that the blessing are truly multiplying. I'm going to ask several ministers to share their experiences with this practice in subsequent articles.

Development and unfolding of Mission and Vision. This is the true focus of the ministry. Given a mission of empowering others for their personal transformation, and an unfolding vision of sensitive service, nurturing and release of dependency upon the world and its entanglements, the ministry is truly in the service of the Lord.

I look forward to your reactions and comments.

COMPUTER TALK

Should I Buy A Computer?

by Richard Stone, Chairperson
Computer Feasibility Committee

You would probably benefit from using a computer. However, the primary consideration when buying a computer is: "Can I type?"; or, "Am I willing to learn?" Inexpensive programs can teach you.

There are many reasons for a writer/speaker to use a word processor on a computer. The following are the most compelling ones:

1. More professional output.

Writing can be more professional using a style and spelling checker. They are not foolproof, but they can help those (like me) who make style and spelling errors.

2. Easier, faster, composition.

Talks, articles, even letters are easier to write from an outline. Many word processors include outliners which are automatically generated and easily rearranged.

Your thoughts are more easily arranged. Instead of retyping or cutting and pasting, words, sentences, paragraphs, or entire pages can be shifted, added, merged, or eliminated at the push of a button. This is perhaps the most powerful tool of the computer for a writer.

You can totally forget how your paper will look. Type in the "stream of consciousness" mode, devoting all your concentration to creativity. Spelling and appearance are easily taken care of after your creative efforts are finished.

3. Other materials are easily added without typing.

The Association has a good, inexpensive, Bible program available which will allow you to look up any text, word, or phrase in the entire Bible almost instantaneously, and add it to your talk or paper without typing it. It can be added exactly where you want it as you write.

The same thing is possible with other source materials such as stories, jokes, and illustrations, available (for a subscription fee) on computer disks from

sources such as Parables, Etc.

4. Your work will be more polished.

The first draft I write with a pen and pencil is usually the one I use. Using a typewriter, I will rewrite once or twice. But with a word processor, I rewrite many times because it is so easy and quick. More polish improves anyone's

writing. Several versions of a talk or article can be compared and parts of each inserted into a new one quickly and easily. There isn't enough space to list all the benefits of using a word processor, but most important, it saves time and improves content and style.

Next month we'll talk about other benefits of using a computer.

Downloading

I have noticed that very few users are taking advantage of the Download function. I'm also receiving questions regarding how to "Download" a file, so here goes!

What is "downloading?" Downloading is simply the act of retrieving a file or software program from a list in the Files section of the bulletin board. There are several categories where similar or pertinent files are grouped together. i.e. "Sermons," "Administrative," or "Jokes and Stories." Some of these programs, like "Banner," no church should be without. It prints banners, etc.

Programs and documents are listed in a section called FILES. You must choose this option from the Main Menu. Once you choose (F) for files you are given another menu. From this Files Menu you must choose (L) to list the file categories. To choose a category, you must press (L) then a semicolon (;) followed by the number of the category of your choice. It should look like this: L;9 (Enter). This tells the computer you want to look in category 9 (Computer Files) of the Files directory for a list of the files under that name.

Let's practice downloading a file. Go to the Files section (press F, from the Main Menu followed by ENTER). Next, type "L" followed by ENTER. The list of categories for the Files section should be on the screen. Now press L;9 followed by ENTER. Note the file BANNER.ARC on a piece of paper. You MUST place a period (.) between the words "banner" and "arc" or else the file won't be recognized when you try to download it. The bottom of the screen should be asking you if you want to see more files. For now, press "N" for no. The menu selection you want now, is "D" for "Download." Press "D" and the next question asked is "What is the name of the file you want?" Type BANNER.ARC The next question should be "What protocol do you want? (ASCII, Xmodem, etc.) Selecting "X" will tell The Associate's computer that you want to send the program BANNER.ARC via Xmodem protocol. Select "X" protocol.

Now, here's where you need to know YOUR OWN MODEM PROGRAM. Up to this point, you've been telling The Associate what you want to do. Now, you need to tell YOUR computer to initiate the action of "Downloading" a file. I don't know what kind of program you have.... so I can't tell you what the commands are for your computer program. The program I like, (PowerComm) requires I use the PgDwn key to indicate that I am going to download. Your program may or may not have that same command. The next command would be to indicate which download protocol you want to RECEIVE in. (i.e. XMODEM, YMODEM, ASCII, etc.) This option is normally on a menu that pops up when you indicate to YOUR modem program that you want to DOWNLOAD.

Most programs will indicate how much time it will take to DOWNLOAD a file or program to you. Some programs are much larger than others, taking up to 45 minutes to download. If the time factor is prohibitive, just let me know what file you want, and I can arrange to have it mailed to you.

The Associate Computer Bulletin Board

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES
Statement of General Fund Operations
Seven Months Ended October 31, 1989

INCOME-OPERATIONS	October	Year to Date
Love Offerings	\$70,144.91	\$516,319.32
Other Income	2,434.85	17,382.73
	\$72,579.76	\$533,702.05
Less: Tithe Transfer	8,926.04	55,807.04
	63,653.72	477,895.01
Gross Profit Material	8,041.63	42,426.06
Total Income	\$71,695.35	\$520,321.07
EXPENSE-OPERATIONS		
Total Expenses	\$72,117.79	\$550,855.67
INCOME OVER (UNDER) EXPENSES:	\$ (422.44)	\$(30,534.60)

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

Month of October: \$8,431.04
Year to Date: \$59,936.10

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

Sparkplugs

Talk Topics & Sermon Starters from
Unity publications

This month: Nourishing the Life Force
by Richard and Mary-Alice Jafolla

This dynamic book carries a compelling message to every person: "You have the power to do the physical nourishing necessary for your own well-being." Richard and Mary-Alice Jafolla, popular Truth authors, have written this excellent book to help you nourish your body temple to make it a fitting abode for God. In Nourishing the Life Force, the

Jafollas take great care in explaining the effect of natural laws upon life in general and upon the body temple specifically. They quote Charles and Myrtle Fillmore, co-founders of Unity, and expand on their teachings of cause and effect to conclude that we receive what we give. The first step in returning to right nourishment is to apologize to your body and determine to "treat the precious cells in your body like the diminutive divinities they are." Richard and Mary-Alice have selected and defined some negative conditions and tell the reader what nutrients have proven beneficial to their healing. If you or a loved one have dis-ease, and you want to reestablish perfect health, this

book is essential to your endeavor. Although the book does discuss physical exercise, the main thrust of Nourishing the Life Force is to address the lack of proper nutrition and its adverse effects on the body temple. Since total well-being includes spiritual wellness, meditations and affirmations are also suggested. For total health and nutrition, Nourishing the Life Force is a constant guide and help. As a minister or teacher, you will find this book helpful in talks and classes. Definitely, several copies of this book should be in every center or church library. Nourishing the Life Force is available through the Sales Department of Unity School of Christianity.

DEPARTMENT OF EDUCATION NEWS



Robert Ellsworth
Associate Director/Director of Education

MINISTRY--
My Job or God's?

"My church did much better without me meddling in everything. There is a sign on my wall, 'This is not my job, it's God's.'" Each June, the ministers who have been out in the field their first and second year, have an opportunity to reflect on what works and what doesn't work in their ministries. Their comments are confidential with respect to who said what, and their sharing is open, honest, and refreshing. I find much wisdom in their observations and experiences, and I want to share some of their insights with you, our field ministers and church leaders.

Most new ministers find that a team style ministry works better than a star style ministry. Below are some comments pertaining to team leadership style. They are indeed "food for thought" and possible discussion in your ministry.

- ✓ "Don't try to do everything (a mistake in my first year). It took a real toll. Slow up; you do have time to do things. Ministerial training taught me to 'hit the ground running.'"
- ✓ "Growth happened in my church when I let other things into my life besides church. I got out of the way."
- ✓ "Go out and tell new ministers to work 40 hours per week! My church was much better."
- ✓ "They said, 'This place is growing because you love us. No one loved us before. The previous minister imposed classes, etc.'"

- ✓ "Ministry is not a plan you impose on them."
- ✓ "Church models based on the star system of personality didn't work for me. We need to learn how to work together. We as ministers need community."
- ✓ "It's presumptuous to impose our agenda, vision, and idea of ministry onto others. I went in and said, 'What's here, what are our needs?' Ministry is the people."
- ✓ "I went in with all kinds of ideas, but found out that ministry is in the people - what their needs are."
- ✓ "As C.E.O., we're supposed to have a plan. I sat back and asked, 'What did you do about Christmas last year?' I asked questions and shut my mouth."
- ✓ "The ideas, visions, and expectations we leave school with don't always fit the situation. There is no way the school can prepare you for what it's actually like."
- ✓ "We need a better model of ministry for the next 100 years. For me, it's team ministry and being who I really am."

What are your reactions, dear reader, to the above comments? I hope you didn't dismiss them as "coming from inexperienced ministers." There is much wisdom in these early observations of ministry, wisdom which has much to offer even experienced ministers. My observation, after two years as Director of Education, is that new ministers who go into a church and attempt to "take charge of everything" typically find themselves in trouble. On the other hand, there are some experienced ministers who have a clear vision of ministry, and find that congregations and boards support and function well within that vision.

The concept of team ministry is growing. It is a concept increasingly taught in seminaries. The minister who functions as a member of an open, sharing, involved team is less likely to feel isolated and alone. Team ministry also promotes a sense of ownership and involvement of others in ministry. It is a style of ministry that works well in many settings. It isn't, however, the only style for successful ministry. What do you think?

NOTICE:

Correct address for "The Tax Solution," from Judith Grimes' article in the November issue of CONTACT:

1209 Court Place
Harlingen, TX 78550
(512) 425-8113

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

Love - Arrows!

Recently I was thinking about this month's CONTACT article- -what to write about- -what is needed at this time. Perhaps due to discussions with different ones around the country, it came to me "maybe it's time for a repeat of "Love-Arrows."

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

If you are experiencing difficulty with someone, try loving them into a more responsive, compatible person, or right out of your life! Here's how: SHOOT THEM WITH LOVE-ARROWS! Mentally picture yourself holding a bow and arrow and LETTING GO WITH THE ARROW trying for a "bull's-eye." Aim for the heart, head, legs, anywhere. Everywhere. "SHOOT THEM GOOD." "SHOOT THEM OFTEN." As the arrow pierces the skin it permeates the area with love, flowing into and saturating the surrounding area where the arrow stuck. Shoot enough and they will be so love-filled that you may not even know them. Have FUN watching as they do not know what is happening. YOU KNOW! But IT IS YOUR SECRET!

You can do it with a child, pet, husband/wife, friend, boss, business associate, lover, employee, neighbor, ANYONE. Everyone. If it is a situation, SHOOT LOVE-ARROWS INTO EVERYONE CONCERNED (even remotely). Be prepared for changes. New, interesting people coming into your life, while others ease out to seek their good elsewhere. Job changes, maybe a promotion. LET GOD TAKE CARE OF THE DETAILS. You just

shoot the arrows and ENJOY the GREAT RESULTS. You may even get so carried away that you find yourself standing in front of a mirror shooting love-arrows into yourself. Good. The more the merrier. TRY IT! IT WORKS!

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

Date started _____

Person(s) _____

Situation _____

Date of change _____

Date of results _____

Results _____

When this article appeared in CONTACT in February, 1987, there was a lot of good feedback. One of the centers made copies and kept them in a convenient place and when anyone would complain about anything unduly, they would be told to pick up a copy of "Love-Arrows." I know of two teachers who put together a workshop around it with excellent results.

Also, I would like to share one of the many experiences that I had with Love-Arrows. I was having a great deal of difficulty with someone and had been "shooting" them often for days. In the afternoon of the fourth or fifth day I said to God, "They have got to be so FULL of love that I don't see how it's not spilling out all over the place; I'm sure there's no room for any more." It came to me immediately, "You're shooting the wrong person." I wasted no time going to the mirror and shooting dozens of Love-Arrows into Trish, and you guessed it, the problem dissolved, and harmony was reinstated!

Isn't it amazing how wonderfully it works when we work it?

YOUTH MINISTRY NEWS

Quite often I receive telephone calls or letters asking for ideas on recruitment of teachers for the children's program. There is much printed material available on volunteer programs and some general "rules of thumb" that work well most of the time; however, each church, and the needs of each congregant within each church vary. In assessing these factors for your particular situation, a needs assessment survey can be a valuable tool. My thanks goes to Reverend Bernard Dozier, in Memphis, Tennessee, for sharing the following questionnaire.

Marianne Hill
International Children's Education Consultant

"Since one of the most frustrating things (for me) has been recruiting teachers for youngsters, I worked out the following questionnaire to help me understand what concerns I need to be addressing--and what REWARDS!"
-- Bernard Dozier

Youth Education Questionnaire on
Recruiting of Teachers

Please check all the positive and negative factors that you feel apply to recruitment:

Positive Factors

- _____ Desire to share Truth
- _____ To help create a better world
- _____ To help children learn from my mistakes
- _____ To express more love
- _____ To receive more love
- _____ To learn more Truth myself
- _____ To respond to a challenge courageously
- _____ To do something unselfish
- _____ To help my minister
- _____ To be a force for good
- _____ To be more creative
- _____ To give of myself
- _____ To make a difference because I have lived
- _____ To add meaning to my life
- _____ To minister in my own way
- _____ To be a "light bearer"
- _____ To alleviate guilt
- _____ To heal some childhood hurts, fears, etc.
- _____ To be praised
- _____ To be appreciated
- _____ To be applauded
- _____ To be respected
- _____ To be close to others
- _____ To feel needed
- _____ To "mother" to nurture
- _____ To strengthen the church
- _____ To build a family ministry
- _____ To receive energy from the children
- _____ To share the enthusiasm of children
- _____ To be admired
- _____ To be a participator--not just a spectator
- _____ To grow in self-worth/self-esteem

- _____ To give back to life
- _____ To let my soul grow and expand
- _____ To be a role model, an example
- _____ To strengthen my spiritual life
- _____ To make the Bible mean more to me
- _____ To cultivate Christ qualities in myself
- _____ To impart positive values
- _____ To impart good morals
- _____ To be one who helps
- _____ To help youngsters make wise choices
- _____ To develop relationships in the church

Please list other positive factors:

Negative Factors

Concern about...

- _____ Time required
- _____ Missing "church"
- _____ Preparation time
- _____ Being tied down
- _____ Succeeding
- _____ "Pleasing"
- _____ Knowledge of the Bible
- _____ Discipline
- _____ Teaching being a "lifetime sentence"
- _____ Intimacy
- _____ Being a role model
- _____ Personal qualifications
- _____ Leadership skills
- _____ Handling a classroom
- _____ Learning the curriculum
- _____ Self-image as teacher
- _____ Being vulnerable
- _____ Confidence level
- _____ Having to know so much
- _____ Handling emergencies
- _____ Having to give up _____
- _____ Accepting responsibility

Please list other concerns:



Ray Wiggins
International Youth Education Consultant

Teaching Christ Consciousness

Jesus, in His ministry, combined story and action, experiential uses of the intuitive right hemisphere of the brain, with cognitive teaching, which makes use of the rational left hemisphere of the brain. Jesus' own spiritual growth, grounded in cognitive study of the Scriptures and the religious thinking of His day, included play (for example, His comical description of the camel going through the eye of the needle) and silence, both of which activate the intuitive right hemisphere.

Today researchers understand that the mind operates primarily in two modes: the fight/flight mode and another mode that Harvard researchers call the "relaxation mode of consciousness." The relaxation mode makes use, not of conflict-oriented, survival-of-the-fittest mechanisms, but of harmonious, peaceful cooperation.

This mode, now used in medicine to reduce anxiety-related illnesses, promotes a form of wholeness for the person. In addition, it provides power, not only for inner control but also for control of outer environments. Dr. Elmer Green and Dr. Alyce Green, researchers at the Menninger Foundation, call this control "passive volition," because it is a form of will, but one that works with, rather than against, the internal and external environments. Those who use both modes of consciousness—that is, those who have become whole, such as Jesus or Gandhi—have literally changed the world. Because Christ provides the best example of such wholeness, this wholeness may be called "Christ consciousness."

Education for Christ consciousness then would com-

bine cognitive, logical education with both play and silence. It would not restrict spiritual training to just logical understanding. Nor would it restrict spiritual training to experiential knowledge, because that, with its focus on the person, risks losing the wisdom of the ages. Education for Christ consciousness would add a special emphasis on silence, because teens live today in atmospheres so permeated by sound that few, if any, experience silence naturally. (Some researchers believe that substance abuse results when individuals attempt to synthetically produce feelings of well-being that they should, but do not, experience naturally. Therefore, it seems important to teach lessons of wholeness and well-being as students face peer pressures related to substance abuse.)

These Christ consciousness adventures, designed to be used with a traditional Bible study, confirmation class, membership preparation class, or in a church school, will, by use of silence and imagination, provide experiences of spirituality in the daily life of students. The overall goal of the educational process in the church is to help the students to love God with their greatest capacity, to love themselves, and to love their neighbors as themselves. To achieve these ends, exercises are designed to increase self-esteem, to expand a person's understanding of God, to teach empathy toward other persons, and to provide opportunities for the participants to work together in groups and to reach out to others.

Some activities should be done which help develop group identity. Group-building activities are designed to meet one or more of the three emotional elements necessary to make group membership important to the individual. First, each person must feel included. Such simple activities as recognizing each person by name in front of the total group and making certain this each person is drawn into activities help to fulfill that need. And the leader should make direct eye contact with every person in the group during lecture/discussion sessions. Second, each person must feel that he/she has some impact or control within the group. Each must feel that his/her presence makes a difference. Assigning work activities, posting individual names of work teams, allowing the students to lead activities, soliciting opinions from participants and acting on these opinions, as well as verbal expressions of appreciation and support to individuals, teams, and the total group build the feeling that the group needs every individual. Third, participants of all groups need affection—a feeling that they are liked. Not only verbal approval and reinforcement, but also such nonverbal actions as smiles and touch help to convey affection from leader to participants, as do such simple activities as

Continued...

Where Are They Now?

Two former International Officers, Tracy Pounders (International President, 1979-80) and Marci Orr Pounders (International President, 1980-81) have definitely stayed in touch with each other! The couple married in 1985 and have a 15-month-old daughter, Elizabeth.



Tracy is Assistant City Attorney for the city of Dallas, Texas. A graduate of UTA and SMU School of Law, Tracy also serves as an Executive Board member of the Dallas Junior Chamber of Commerce, and lay minister and cosponsor of the Y.O.U. group for Unity Church of Christian-

ity, in Dallas.

Marci is a Certified Image Consultant and free-lance writer. Marci currently serves on the Board of Directors of the Dallas Symphony Orchestra League Junior Group and is a member of the Dallas Junior Chamber of Commerce. She also works with Unity Church of Christianity as a guest speaker, workshop leader, and cosponsor of the Y.O.U.



A message to everyone from Tracy and Marci: "Hi, guys! Yes, we're still together! And can you believe it—parenthood!"

Please write us: Mr. & Mrs. Tracy Pounders, 718 Lemons, Cedar Hill, TX 75104 (214) 291-5789.

touching hands during play or prayer. Taking time to listen to individuals and to care about their thoughts and their needs as well as their opinions, help to fulfill the need for agape that is innate in every human individual.

In addition, research at the Institute of Noetic Science now indicates that feelings of belonging and of interrelatedness promote the spirit of altruism. The individual with an altruistic spirit gives of self and of resources toward the common good of the group to which he/she has a strong feeling of belonging. For example, couples do not sacrifice for the good of each other, but for the good of the relationship and this promotes the welfare of both.

Group effectiveness and individual loyalty to the group grow as networks of affection expand within the group. Therefore, activities should begin with acceptance and inclusion, then as altruisms which guide the group through the stages of care, trust, affection, intimacy, and finally spiritual intimacy. If a person has just three other persons with whom he/she can experience the two final stages—intimacy and spiritual intimacy—that person will bond permanently to the group. The participants should not only have opportunities to obtain affection, but also to give it. Small group activities can help here.

As the participants learn to value themselves, they are freed to value others; first, in shared activities in which they both work toward a common goal and from which they receive mutual benefit; then, valuing expands to persons who have needs but do not offer mutual benefits; and finally, valuing can express itself in acts of social justice from which no personal reward is expected. Spiritual intimacy is the human need that, nourished by God's love (agape) into growth toward ministering to one another, finds fulfillment by persons joining together to become the body of Christ.

Youth trends

by Bill Wolfe

In my many, many years as a youth leader I've seen a lot of changes. But among the most drastic is the current cultural shift from an emphasis on youth to one on maturity. Fifteen or 20 years ago, the baby boomers fascinated us all. Now there turning 40 and they still do.

Along with the aging of the population, media has done an about face. Instead of programming for teens in the hopes of creating new consumers, media planners are still harvesting dollars from the heart of the baby boom generation. In the process, media has discovered impressive numbers of older persons. Indeed the median age in the U.S. today is 32, and it is fast escalating.

To test the trend, all you have to do is twist the radio dial. Radio stations across the country are moving to "easy listening" and '40s and '60s revival programming. Programs for today's teens are actually in short supply.

TV and movie producers are moving in the same direction—note the number of scripts about midlife identity crises.

Many of the teens I talk to feel that this demographic oddity has left their generation orphaned. Brought up on the memories of the youth culture of others, they feel the absence of a culture of their own.

Youth leaders can help the young people they work with feel wanted by encouraging their leadership skills and ability to make a difference in the world.

Bill Wolfe is director of senior high educational ministries, Board of Discipleship, United Methodist Church, Nashville, Tennessee.

UNITEEN/YOUTH OF UNITY MINISTRY - *For ministers and lay persons who serve with teens*

The Fountain of Youth by Patricia Reiter

The 1989-90 International Youth of Unity officers met at Unity Village in October for their first planning session for the International Y.O.U. Conference being held in August 1990. They met to establish a framework and a mission statement for the 1990 conference and also to get to know one another better.

President Greg Witbeck is 18 years old and attends Western Michigan University majoring in Theatre. I asked Greg to comment on his vision for Y.O.U. for the coming year. "Y.O.U. has begun a process--is standing on the verge of a new age--we are more energetic, we have a new level of understanding and are expanding into more of a world-wide consciousness to truly become 'International.' We are going to encourage each region to sponsor Y.O.U'ers from other countries to come to the Conference this year."

First Vice-President Lisa Loberg is 18 years old and a freshman at the University of Washington in Seattle. She would like to become a Marine-Archaeologist, Photo-Journalist for National Geographic. "I would like to see more interaction between the regions. I feel like Y.O.U. is a family and that we need to keep communications between the regions open and active."



Pictured with the International Youth of Unity Fountain (left to right): Lisa Loberg, First Vice-President; Greg Witbeck, President; and Joe Moskus, Second Vice-President.

Second Vice-President Joe Moskus is a 17 year-old senior at St. Mary's High School in St. Louis. He is interested in commercial art, and possibly becoming a Thespian. "I would like to find ways to reach out to study groups in Europe and encourage them to start Y.O.U. chapters. Y.O.U. is a way of life that does not end with conference but extends into everyday life.."

The new International Youth of Unity Fountain which the Y.O.U'ers are donating to Silent Unity was completed just prior to their arrival at the Village.

The cost of the fountain is \$10,000 and to date the total amount collected has been a little over \$2,000. If you would like to make a donation to help your Youth of Unity with this marvelous project, you may mail your love offering in care of Ray

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

The official dedication of the fountain will be in August when over 450 teens from around the country will gather for the International Conference. The pineapple on top of the fountain symbolizes Friendship and Hospitality. It is a lovely addition just outside the east entrance of the new Silent Unity building.


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

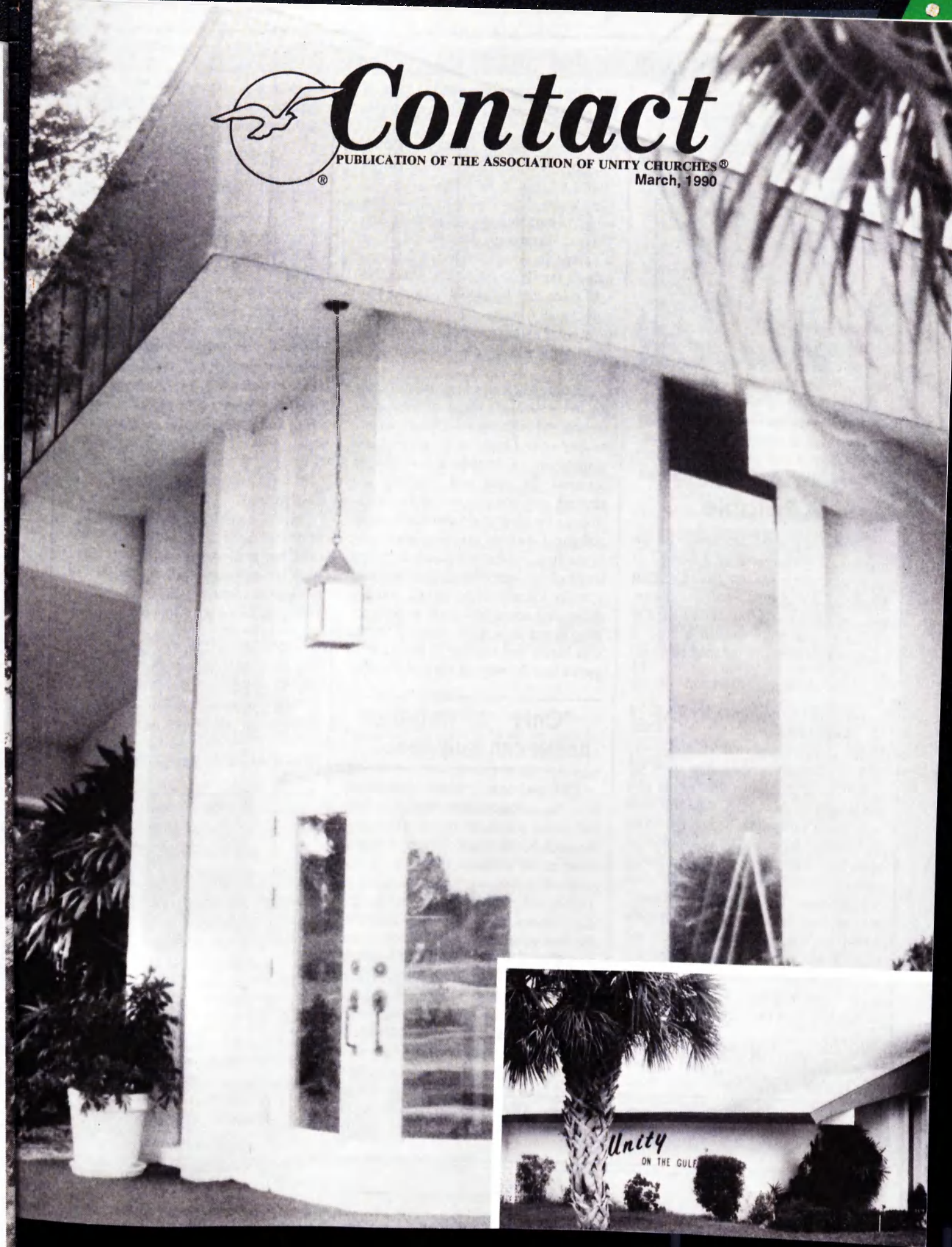
 **Contact**

Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

HERITAGE ROOM

00000

 **Contact**
PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®
March, 1990





V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

Wounded Healer: A Parable

Following last month's article on the sacredness of our wounds, I wanted to share with you a parable from Creation Magazine. I used this parable as a centering activity at our Association Board of Trustees, and many wanted a copy. I share it now with you for your personal reflection.

Long ago and far away lived a great king named Adolphus. He ruled a small kingdom wisely and well. He had inherited this portion of the realm from his father. King Adolphus discovered that the people of this realm were different from those with whom he had grown up in the palace far away. All of his subjects were born with a tiny wound just below the heart. It looked like a tiny scar upon the newborn, but it always remained. Violence and anger irritated it, and some found the wound became infected and ugly. A few simply bandaged it, but the covered wounds never healed. Oil and balm rubbed gently over the wound would heal it so only the scar remained.

"...covered wounds never healed."

Adolphus attempted to provide adequately for all in his kingdom. Although

the simple lifestyle appealed to most of his subjects, some people were never quite satisfied.

To ensure that the values of simplicity, joy, and freedom would persist among his people, the king decided that Christopher, his infant son, should grow up with a humble family and imbibe their virtues. Accordingly, he took the boy to a village far away and asked the local baker's family to adopt him. Adolphus told them that he would visit the boy occasionally, but that Christopher was to grow up as a simple peasant lad, working and playing with the other children of the family.

As time passed the king had cause for joy in his son. Life was not idyllic; misfortune and suffering visited the land just as they always had, but the support and compassion of friends and neighbors lessened the pain and imparted the strength and courage to endure. Occasionally the king would don peasant garb and go off to a farm to work at harvesting or planting. Adolphus regularly found his way to the village where his son was now a husky lad who often carried bread to those who could no longer walk to the shop to get their fresh loaves. The boy was happy and seemed to have totally grown into the ways of his foster family.

"Only a wounded healer can truly heal."

Old age began to take its toll on the king. No longer could he leave the palace and travel about his realm. The aging monarch heard rumors of unrest among some of his subjects. There were complaints that there was too much equality. Those who worked longer and harder claimed they deserved more recompense for their efforts and had a right to amass a bit of wealth. The incidence of festering wounds reached an all-time high. Those driven by the urge to rise above their neighbors did not take time to heal their wounds. Instead they set up a shop where they could obtain bandage coverings for their sores. Reports of arrogance and greed drifted to the king from distant villages. All of this worried King Adolphus and he decided it was time to sum-

mon his son to take over the rule of the kingdom.

The handsome youth came to his father in the palace. The aging and infirm king gave him the scepter and a mandate to restore freedom and equality in the kingdom.

"You may have to visit village after village to restore the simplicity and goodness I tried so hard to inculcate," he told Christopher.

"You have been a good king," the boy said. "I will continue to carry on the task of building your kingdom."

The young prince set out from the palace and spent day after day, week after week, at one village and then the next. Only occasionally did he return for brief visits to his ailing father. His long absences worried the king. Where was he? Why was it taking the young Prince Christopher so long? The kingdom was not that large.

As if to compound the king's worries, rumors of the prince's activities began to drift back to the castle. "He brings bread to people and eats with them. He heals old grudges, even the wounds that have been festering for years. One would never know he was a prince. He spends himself so much that he is totally exhausted. A few refuse to listen or receive him, but most say there never was a king like this."

Alarmed the aged monarch decided to confront his son when next he returned.

See HEALER on page 7

Volume 23, Issue 2
March, 1990

CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Unity on the Gulf
Venice, Florida
Senior Minister: Loren Flickinger
Deadline: 1st of every month, two months prior to issue date.



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part IV

Scope and Limitations of the Study

The first limitation centers on the negative inclusion of material; that is, what was not considered in the study: (a) games outside the area of interpersonal communication were not considered, and (b) games for ages under eighteen were not considered.

Material included in this study considers: (1) practical, "structured experiences," which emphasize the content of a message, with verbal and nonverbal qualifiers, and "meta-communication" factors; (b) examples of games whose purpose is that of emphasizing interpersonal communication and self awareness-inducing principles; (c) a selection of eight games in the genre of games whose design was to promote experience-based learning; and (d) games whose value or significance in any classroom depends on the application, intent, briefing, and debriefing session, conducted by the instructor.

The Plan of this Study

The first step comprises a review of

the literature relating to religious education, to gaming generally, and to instructional game-playing specifically.

The second step presents the methodology; that is, the research design, procedures employed and their rationale, selection of subjects, and selection of materials used. This step also identifies instruments and the rationale behind their use, and the means for collecting data.

The third step presents the results of the research and analysis of the findings.

The fourth and final step summarizes a brief restatement of the problem and procedures, discusses the inferences, draws conclusions, and suggests possibilities for adding to the minister/teacher storehouse of skills.

Survey of Related Literature

The purpose of this section is to provide a review of topics relevant to the present study and an overview of research and theory. Significant literature was reviewed in four areas identified as being pertinent to the study: (1) history of gaming; (2) rationale opposing the use of instructional games; (3) rationale supporting the use of instructional games; and (4) religious classroom use of instructional games.

History of Gaming

Although games are still somewhat recent in education, both secular and religious, there is nothing new about gaming itself. Although they do not approximate what is called "games" in this study, Elliott Avedon and Brian Sutton-Smith record examples to quantify the age of gaming:

Archeologists recovered a Sumerian game board (ca. 2600 B.C.) from the royal cemetery of Ur of Chaldees. Similarly, "Morris" type (complex versions of tic-tac-toe) have been discovered cut into the cloister seats of the cathedrals of Westminster Abby, Canterbury, and Gloucester, dating from A.D. 1300. (The Study of Games, p.21; John Wiley & Sons, N.Y.C.)

Further evidence illustrating the history of gaming as well as the universal appeal of gaming is provided by Elliot Carlson:

War games are as old as gladiators and jousting knights, who used them to develop alternative tactics and strategies. Since mid-seventh century, when a group of Prussian generals adapted chess for an exercise called King's Games, games played on table tops provided a respectable means for the study of war and maneuver. (Learning Through Games, p. 62; Public Affairs Press, Washington, D.C.)

In further establishing the historicity and effect of gaming, Sarene Boocock and E. O. Schild quoted game theorist Johan Huizinga, who stated that "all phenomena from law to the arts are rooted or arise in the form of games, contests, or other types of play, and that pure play is one of the main bases of civilization." (Simulation Games in Learning, p. 54; Sage Publications, Beverly Hills.)

From an historical overview then, two important characteristics inherent in the game design and in the actual playing of a game emerge: (1) strategy, and (2) universality.

Somewhat unsettling results of early experimentation led to two different attitudes toward the technique of teaching by means of instructional games. The first was that games *do* teach - but that the experimenters did not know why or how. The result was that they did not know what to look for in research on instructional games. This attitude was illustrated by game researchers H. B. Thorelli and R. L. Graves, in an appraisal of management gaming: "We know little about the effectiveness of management games as an instrument of instruction. Indeed, we do not even know for sure how to distinguish a good game from a bad one." (International Operations Simulation, p. 25; Free Press, N.Y.C.)

The second attitude which developed from early experimentation was to become extremely circumspect about the effectiveness of instructional games at all. It was acknowledged that games did produce limited effects, primarily in the area of motivation. In summarizing and synthesizing a number of experimental reports, Cleo Cherryholmes concluded that games do motivate, but that there was no comprehensive evidence that

See SYTTLES on page 8

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

Setting The Agenda

"The Rule of the Agenda Bell" is an interesting and useful concept proposed by John E. Tropman and Diane J. Duca (NONPROFIT BOARDS). The main idea of this "rule" is that items on the agenda should be in ascending and descending order of difficulty. Meetings that are well-planned and well-run will produce results. Meetings that appear to be more of a social event often do not produce good decisions because they lack planning and focus. Spending time in the development of a well-planned agenda is an important responsibility of the individuals charged with the task.

Advance Planning

Before the agenda is mailed to board members several activities have to take place over a four-week period. These activities include:

Week 1

*The minutes of the previous meeting are transcribed.

Week 2 and 3

*All items to be included in the agenda are submitted.

*Reviewing of information submitted, presenters of reports are lined up, reports are copied.

*Agenda, previous meeting minutes and packet are mailed.

Week 4

*Board review all information prior to meeting.

BOARD MEETING

Agenda Bell

According to Tropman's design the board meeting agenda is structured into thirds and contains several sections within the thirds. Many Unity ministers and boards familiar with this concept like the idea that meetings are designed to last approximately two hours and allows for late arrivals. Beginning and ending the meeting on time is an organizational courtesy.

The following format has proved to be efficient and effective by many minis-

tries and other nonprofit organizations. It has been the experience of some board presidents that it takes a couple of months to get comfortable with this format, but once they are, they find it both effective and efficient.

Among the many features of the format are the orderly flow, a statement of purpose for the agenda item, the name of the person responsible for making a report or handling the item, and the action required. If necessary timelines could be included on the agenda to insure all items will receive the amount of time needed. In addition, it encourages dealing with the items on the agenda and not discussing items that have not been placed on the agenda.

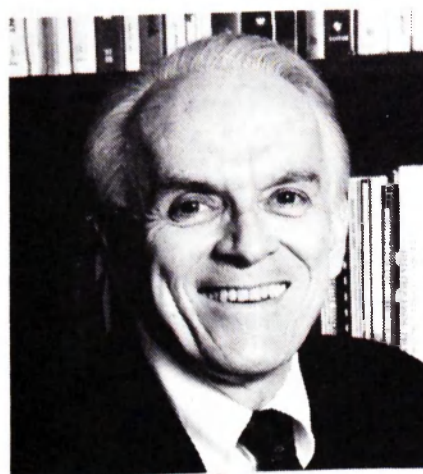
Sample Agenda Format Unity Church Board Meeting Agenda Time and Date

Item	Purpose	Person Rep.	Action Required
Prayer			
Read Mission			
Agenda Approval	Conduct meeting	Board President	Motion & Vote
Approval of Minutes		Board Secretary	Motion & Vote
Financial Report	Presentation of Financial Statements	Treasurer	Discussion. Motion & Vote
Finance Committee	Update & Recommendations	Chairperson	Discussion
Minister's Report	Update & Recommendations	Minister	
Other Committees	Update & Recommendations	Chairperson	Discussion Motion & Vote (if needed)
Reports of Special Committees	Update & Recommendations	Chairperson	Discussion Motion & Vote (if needed)
Old Business		Board President	Discussion
New Business		Board President	Discussion
Board Decisions Audit	Review decisions from 6 mos. ago	Board President	Discussion
Adjournment			Motion & Vote
Closing Prayer			

Ref. The Scott, Foresman, ROBERT'S RULES OF ORDER, Newly Revised \$7.95

See AGENDA on page 6

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth & Development
Director

Being A Good Manager Isn't Enough

John W. Gardner's recently published book, *On Leadership*, offers some distinctions between managing and leadership that are helpful.

He defines management as "presiding over processes by which the organization functions, allocating resources prudently, and making the best possible use of people." But management is not leadership.

Leadership Defined

I define leadership as "the ability to see and communicate new possibilities in a manner that involves and motivates the individuals under your leadership to commit themselves in consciousness and to doing what it takes to see the vision manifest through aligned action."

Six Leadership Traits

1. Leaders "have the political skill to cope with conflicting requirements of multiple constituencies."

A minister in a growing ministry, especially one that is transforming itself into a spiritual community, needs to develop skill in knitting together diverse factions. One's goal is to be inclusive, not

exclusionary. This is more easily accomplished with a transformation-based mission and corresponding vision of possibility.

The secret of being a successful leader-minister is developing the ability to present the vision of possibility in broad terms to the individuals serving the ministry so they can "buy into it" and thus "own" their portion of it.

For example, one ministry sets its vision as becoming a place that "honors diversity and celebrates the oneness of all." This is not idle rhetoric. The leaders-minister team practices this daily and calls people on instances where reality is less than vision.

2. Leaders, "in thinking about the unit they are heading, grasp its relationship to larger realities."

The effective leader-minister is not so caught up in gratifying his/her own ego that s/he forgets other's feelings and needs. This naturally builds trust and commitment of those they lead. Another larger reality is the relationship of the ministry to the neighboring community, and eventually beyond it to the greater community.

3. Leaders "reach and influence constituents beyond their jurisdiction, beyond boundaries."

This factor is closely related to the previous one. Leaders reach across barriers and boundaries and move people with the power of their ideas. In practice this means that the leader-minister may play an active role in various civic organizations such as neighborhood planning commissions.

Bill Cameron, Unity minister in Miami, is a fine example of a leader/minister who influenced the forward thinking of the city fathers by serving on one such planning committee. Hal Rosencrans' (Unity minister in West Palm Beach, Florida) leadership extends to the goal of "having a Unity trained person on the board of directors of every organization with the potential for making a difference in the greater West Palm Beach community."

Can you imagine how this country will "work" when we all realize this goal!

4. Gardner believes that leaders "think longer term- beyond the day's crises, beyond the quarterly reports, beyond the horizon."

This is the "vision thing" that President Bush has so often derided, and its lack threatens to limit the success of his presidency. Again, the presence of a compelling and inclusive vision of possibility enables the busy minister to think longer term. A good way to think in longer range terms is to ask the question, "By the year 2000, what will this ministry BE?"

The effective leader has the picture of where spirit is directing the ministry, conveys it to others in inspiring ways, and empowers them to fill in the gaps. Eschelon of leaders move the ministry toward making this picture a reality. It's a hierarchy of leaders, not mindless followers, sharing the vision, owning it in consciousness, searching for opportunities, and applying their individual and collective faith-filled knowledge and energies to all required activities.

5. Leaders "put heavy emphasis on the intangibles of vision, values, and motivation, and understand intuitively the nonrational and unconscious elements in leader-constituent interaction."

Gardner discusses this factor after the earlier, more tangible factors. We in the movement know its importance, yet sometimes forget to keep this uppermost in our attention.

Just today I again asked a minister what aspect of vision she was stressing this period. She had to think about this for awhile before she responded. Unless the leader-minister owns the Vision and keeps selected aspects of it visible for the Leadership Team, drift and focus on the effects of earlier thought-and-action structures occur and movement slows.

"What does spirit have in mind for this unfolding ministry?" must be the central question on your mind, else you turn the

See LEADERSHIP on page 8



Susan EngPoole
Expansion Coordinator

Develop Strong Givers

One church gained 83 new members during 1989, but there was no sign of increase in finances, attendance, or involvement. In fact, attendance averaged 130, the same as it had in 1988. The minister delivered powerful messages on Sundays but was constantly challenged by the need to raise more money and get people to serve in the church. She rarely asked for a commitment of time, tithe, and talent from her members because she was uncomfortable about asking.

To have a healthy, growing church, commitment must take place at the time a person becomes a member. You will have a stronger, more successful church when you teach commitment at the front end, not the back end of membership. Make coming into membership the first step people take to become committed to your church. This will mean that one fourth of the people who come to a Newcomers' Class will never join. Membership means a commitment of time, tithe, and talent. You might use the following format to teach the Newcomers' Class in four sessions, meeting monthly or weekly for 2 to 4 hours:

Session I:

A Getting-To-Know-You with Board Members present.

Everyone shares who they are, what

their secular job is, and how they found Unity. Board members tell how tithing has made a difference in their lives and what their particular ministry is in the church. On Membership Sunday, the minister will introduce the new members, tell what their secular jobs are, and what their new and significant function will be when they join the church.

Session II:

Discuss Unity Teachings

Some churches require Lessons in Truth classes for prospective members. Show the video, "On Wings of Truth - The Unity Way to Health, Prosperity, and Love."

Session III:

Discuss the history of the Unity movement and of your church. Discuss metaphysical Bible interpretation.

Session IV:

Talk about the church's mission and how the church will fulfill the mission.

Share areas where people will have an

opportunity to give through discovering and expressing their spiritual gifts/strengths and through tithing. John Maxwell, who developed the Successful Stewardship Seminars, identifies six different "pockets" where people will be motivated to give:

1. Light and Heat Bill Pocket to maintain the church.
2. Missions Pocket for outreach.
3. Brick and Mortar Pocket for building.
4. Cup of Cold Water Pocket for social events.
5. Ivy Wall Pocket for education, such as ministerial school or USRS scholarship.
6. Let's Change the World Pocket for doing something great for God, such as the global peace movement.

People will usually not give of their money from one Pocket to projects for another Pocket. The more Pockets you can identify, the more your offerings are likely to increase, and with them people's gifts and talents to aid you in effective ministry.

AGENDA

Cont'd from page 4

Built into the agenda is movement from easing into the meeting to tough decision making to closing the meeting by coming together as a team. It is helpful to give people time to become more psychologically focused and attentive to the meeting. This can take 20 or 30 minutes depending upon the time of day of the meeting. For example, if it is right

after work and people have to hurry to get there they need some time to leave the workday behind and get into the flow of the board meeting.

There is no way to guarantee perfect meetings, as an experienced board member knows. However, by giving thoughtful consideration to the agenda, careful planning, and getting information into the hands of the participants in advance, board meetings can be far more productive and rewarding.

Easy Items		Decision Making		Discussion	
Prayer	Financial	Committee Report		Old Business	Adjourn
Mission	Minister's Report	Old Business		New Business	Prayer
Agenda Approval		Moderate	Hard	Decision Audit	
Minutes		Decisions	Decisions	Discussion Only	
30/40 Minutes		60/80 Minutes		90/120 Minutes	



Carolyn Craft
Radio/Media Coordinator

How You Can Help
The Media Help You

It is important to become familiar with the media in your community. Why?

Primarily because having a familiarity with the media and personnel of media facilities (radio, television stations, and print organizations) provides an endless opportunity for your ministry to have a close "pulse" on the moods, thoughts, feelings, and attitudes of the community in which you are serving. Knowing the media means you can be aware of the needs of your current and potential congregants. The media industry takes great stride in listening to the heartbeat of their city and they can supply you with a wealth of information and knowledge about what is happening in your community.

In growing your relationship with media representatives (especially owners, managers, news personnel, and sales people) you can also learn of ongoing possibilities for "free exposure" on behalf of your church or center. You will be asked on occasion to give your opinion and insights on community issues through interviews and talk shows. You might be asked to host a show or write and produce your own program which the station would sell to advertisers. This exposure and means of reaching new truth seekers is immeasurable.

In growing a consistent familiar relationship with the media you will be afforded opportunities for you and your congregants to become involved in coop-

erative charitable events that the media is sponsoring in your city. Here again you will realize multiple opportunities for positive exposure for Unity and your ministry. Plus, this adds a new dimension for participation by your church members--something outside the walls of your church.

You might be asked to write editorial articles on love (around Valentine's Day), new birth (Spring), or relationships (bridal seasons--June and December).

Begin growing your relationship with the various media by: 1) Making a list of the phone numbers and addresses for the entire media spectrum in your city (find in Yellow Pages under: Radio, TV, Newspaper, Cable, Magazines); 2) Call and find the contact names for: Owner, President, General Manager, Program Director, or Editor, Sales Manager, and a Sales Representative (who can be assigned to you as you are a potential client buying space or time with their station); 3) Write an introductory letter (or mail-gram) introducing yourself with a line or two regarding your vision or goal in your community and a request for an opportunity to meet with them. Follow up with phone call confirming meeting time and place; 4) At first meeting, have a "promotional packet" or press kit for them including your mission statement, Unity materials, newsletter and any "give-aways" such as stickers, mugs, books, or novelty items that are part of your positioning in the community. During the meeting share with the media representative to your ideas on growth, community involvement, benefits in working together (public service outlets like radio, TV, cable and newspaper are all in business to serve community needs just like your ministry serves the community's spiritual needs). Suggest as well as ask the media representative about ways you both can grow a relationship that is mutually beneficial; 5) Send a follow-up letter (and a small gift is always a good idea) with a recap of your meeting, outlining any steps you agreed to follow through on. Just like any business relationship, the time and energy devoted to growing trust, respect, and potential ideas with the media will reflect greatly in increased exposure for your ministry.

Call me to discuss further, particular ways in which you can help the media industry help you!
Stay tuned!

An Invitation To Present
Graduation Bibles

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

There will be 42 graduates receiving Bibles this year. If you would like to participate, please send \$60.00 made payable to the Ministerial Education Program, and note that it is for a graduation Bible. Address the envelope to: Gladys Branscum, %USRS-MEP, Unity Village, MO 64065. This check should be sent by May 1, 1990.

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

HEALER

Cont'd from page 2

The prince came to greet his father. He was tired and worn out and seemed weak from exhaustion.

Adolphus was irritated and frightened. "You must not deceive the people," he stormed. "You are to be a king. What have you done? You were to reestablish justice and equality. That is as much as any king can do. And most rulers don't have the heart or courage to do it. I did it. I made and executed just laws. Look at you now. How can you rule my people without strength and vigor? Moreover, there are rumors circulating that you can heal. You know you cannot heal the inherited wounds. You are not one of them. You must remember that you are still a king."

Christopher looked at his father with eyes of love. "My father, what you have heard as rumor is true. I *can* heal. I heal because I am now one of them. I, too, am wounded. When you sent me to become one of them, I also took on their wounds. You could never heal. Only a wounded healer can truly heal."

And he showed his father a large wound in his right side under his heart.

(from CREATION Magazine January/February 1989, "Divine Child/Wounded Child: A Parable," p. 36, by Arlitz Dopkins)

STYLES

Cont'd from page 3
they teach either facts or problem-solving skills, or that they elicit critical thinking, any more effectively than other modes of learning. (American Behavioral Scientist, October, 1966, pp. 4-7.)

Rationale Opposing Use of Instructional Games

Although the censures are repeated by many authors, research reveals that there are but a few fragmented censures levied against the use of games in the classroom. Basically, there are three main areas of concern: (1) a lack of empirical data to designate that the amount of learning (either cognitive or affective), from games is greater than that gained from the lecture and question-and-answer method; (2) the heavy emphasis often placed on competition and winning the game, rather than on collaboration for a common goal of learning may mislead the players as to the real objectives of the game; and (3) games are often chosen by teachers solely on the criterion of enjoyment, apparently with little or no underlying theoretical rationale for their use. Closer examination of these "concerns" reveals the presence of a single, dominating issue; namely, how these sceptics define "learning." One has only to realize that attempts to define learning are traceable, according to educator Morris Bigge, to at least ten contrasting "theories of learning." (Learning Theo-

ries For Teachers, pp 10-11; Harper, N.Y.C.) The theory of learning under which a person is educated may impede his acceptance of a theory and/or concept that appears innovative. This might account for the apparent "lag" in educational practices by its practitioners. Often stated, "a teacher does not teach the way s/he was taught to teach; s/he teaches the way s/he was taught."
In spite of the antiquity and universal appeal of gaming, it was until quite recently that the Spencerian concept of games, and play in general, strongly dominated educational learning theories. Herbert Spencer considered games a kind of luxury item, something a culture could afford after it has taken care of its "real" needs. (Simulation Games In Learning, p. 53; Sage Publication, Beverly Hills) This view is still cherished by many educators, particularly in the religious field.
Another implication arising from games designation purports that playing a game is not serious, that it is not work, and that it is a break from the formality of the classroom. It seems entirely possible that criticisms and misunderstandings exist because the concepts inherent in educational game usage has been distorted. Appropriately then, next month, we shall describe those concepts and principles unique to this learning device, and their supporting rationale.

LEADERSHIP

Cont'd from page 5
leadership over to members of the congregation who are often moved by the reaction to the effects already evident instead of operating from the deeper vision.

In my ministry, Unity of Fairfax, Helice Green (minister) continually communicates to our people that we have chosen to become a laboratory for intentional transformation where it is possible to "walk the talk." With the board, we have added "it is required" to walk the talk. During our recent Board Advance, we had the opportunity to walk the talk well into the next day while telling the truth about who could be counted on to do what it takes to manifest the 1990 goals.

6. Leaders "think in terms of renewal (while) the routine manager tends to accept organization structure and process as it exists."

Jack Boland (minister in Warren, Michigan) practices this principle. Every year, every function in his church is looked at in terms of "how can we reinvent this function to surpass current performance?" Unlike many who follow the maxim, "If it ain't broke, don't fix it!" Jack says, "If it ain't broke, let's fix it now to do better what we are in existence to do."

The Challenge

It is the challenge of renewal that we must meet to proactively be responsive to the changes and accelerating demand of the 90's. Each ministry must set its own challenging and empowering goals for the next decade, or individually and collectively we will lose the sense of adventure and of endless questing that has been the hallmark of the history of the movement. I believe we are up to it!
Namaskar!

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES
Statement of General Fund Operations
Eight Months Ended November 30, 1989

	November	Year to Date
INCOME-OPERATIONS		
Love Offerings	\$78,401.35	\$594,720.67
Other Income	2,112.82	19,495.55
	<u>\$80,514.17</u>	<u>\$614,216.22</u>
Less: Tithe Transfer	8,422.98	64,230.02
	<u>72,091.19</u>	<u>549,986.20</u>
Gross Profit Material	9,443.95	51,870.01
Total Income	<u>\$81,535.14</u>	<u>\$601,856.21</u>
EXPENSE-OPERATIONS		
Total Expenses	<u>\$55,231.19</u>	<u>\$606,086.86</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$26,303.95</u>	<u>\$ (4,230.65)</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided:
Month of October: \$8,431.04
Year to Date: \$59,936.10

Note: This contribution is a nonledger item and does not appear on the Association financial statement.

Sparkplugs

Talk Topics & Sermon Starters from
Unity publications

This month: Wee Wisdom magazine

The greatest thing anyone can do for children is to love them and to teach them to love. Did you know that Wee Wisdom magazine not only publishes stories that teach a child to express love, but the editor selects only stories that tell Truth messages?

The March 1990 issue of Wee Wisdom has an imaginative story about the doldrums that speaks to children in children's language. As adults, we know about the doldrums, but this story will give you total recall about how to be rid of the doldrums--and let you remember with a smile! "Berry Mumfy Buddum Wumps Discovery" by Jerri Akins, teaches an unforgettable Truth lesson. Regardless of whether the story is read to a child by a parent or a teacher, or read by the child, the message is quickly understood. This is a delightful way to teach

Truth and share love.

Use Wee Wisdom's wise counsel and enchanting methods to instill Truth messages. Adults will love it! Share this story and others from Wee Wisdom in your talks. Taking the time to read through the pages of each issue of Wee Wisdom will start your creativity flowing and give you many ideas to share.

You may order Wee Wisdom magazine by single copy or subscription. Call (816) 251-3571 or send your order to the Sales Department, Unity School of Christianity, Unity Village, MO 64065.



Robert Ellsworth
Associate Director/Director of Education

Interim Ministry Update

The Interim Ministry Program is alive and well- -and growing. Four ministers have now received specialized training in Interim Ministry. Claudette Farone is completing her work at Walnut Creek, California; Edd Dawson has completed his work at Santa Maria, California; and has accepted an interim assignment at Columbus, Ohio; Bill Modes began his first assignment in New Westminster, Canada; and Ruth Raun has been unable to accept an assignment. In addition, Nicholas Griffin, a minister experienced in interim work, has just completed an assignment at Delray Beach, Florida. Thora and Weaver Hess are serving as interims in Seattle, Washington.

Edd Dawson, one of the first ministers trained as an Interim Specialist, has written about his experience. We thought you would be interested in his observations:

It recently occurred to me that as one of the first graduates of the newly organized "intentional" Interim Minister training program, I might have some perspectives on interim work that would be of interest to other ministers and board members. When specialized training for interim ministers was announced, I found myself attracted to this experimental product of the Association. Earlier in the mid 1970's, I was attracted to another experimental project in developing new Unity ministries, and helped organize the first Outreach Program ministry in the Chicago area.

In my nearly 20 years of ministry, both traditional and experimental, I have experienced what I now call the "unintentional" interim ministry and have a certain awareness of these group dynamics. No one should be caught in a "no win" situation without tools or a safety net. Certain ministerial transitions are so explosive, political, or tragic that the only way to stabilize the ministry is to ease into leadership change by introducing a catalyst into the chemistry.

Interim ministers are just that - - catalysts. To me, the most powerful aspect of interim work is that I am a "short-timer." In the Association design, interims stay 6-8-10-12 months and then move on. That is the only way it can work. Through the specialized training provided by the Interim Network (a function of the Alban Institute) we have specific tasks to accomplish that make our time productive.

Interims are more than "supply" ministers. It is a terrible waste of training and talent to think of an interim to cover a pulpit while the permanent minister takes a vacation. The Developmental Tasks around which we are trained build a foundation in a ministry that has been proven to strengthen the chances of a successful permanent placement. The ecumenical quality of our training allows techniques and tools to be shared across denominational lines. We in Unity have seen how United Church of Christ or Presbyterian or Episcopal churches are confronted with similar needs at the "in-between" times. Through the research of the 20-year-old Alban Institute and the 10-year-old Interim Network, we have discovered that we are not alone! Our challenges are not unique. Our Association, by making this training available, has committed itself to a constructive response to the needs of our congregations (and beyond to our ministers who enter more stabilized ministries).

Interims are often in conflicted environments. It may mean making tough choices that may not be popular, or just providing a listening ear to why the situation is out of control. Often a healing of one kind or another is needed. Perhaps the need is time before permanent leadership steps in. Knowing that I do not own the challenge faced in a conflicted situation has given me the freedom to mobilize the congregation's existing resources. Allowing for the ministry to be a shared experience permits formerly alienated segments of those grieving for any reason to again catch the vision of the ministry. I have found that remembering we teach "Spirit is in charge" and "principle more than personality" centers my efforts and stabilizes me.

I appreciate the Association for offering this career speciality and I invite any questions or responses. I can be found at the Unity Church in Columbus, Ohio (614-267-4959).

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

Want to change your weight and/or know someone who does? Here's a fun way with added benefits; plus you can use it for a workshop or class. Benefits include: 1) an upgrade in an all-around good feeling; 2) more restful sleep, often sleeping less hours and feeling better; 3) more energy; 4) greater feeling of calm, poise, and peace; and 5) an increase of self esteem/self confidence.

This month is the preparation which is important. Read it over and if you decide it's a go, then please be selective in who you share with.

Preparation for:

Attaining and Maintaining Your Perfect Shape and Weight

① Weigh Self. Ask yourself why you desire a weight change. Appearance? Health? Acceptability? Self-esteem? All of the above? Other? There is no one reason that is better than another--all are valid. The reason is not important, the importance is in knowing YOUR personal motive for a weight change. It contributes to the ease and effectiveness of your program, so be honest. It's OK if it takes some time to get the real reason(s).

② Stand in front of a full length mirror nude or in a bikini/trunks. Allow at least three minutes to observe yourself; front, each side, and back. View back by using a hand mirror or looking over each shoulder. It is crucial to permanent effectiveness to make how you look and weigh OK. Say something like, "This is how I look to me and I weigh _____. This is OK. It has been OK." It is preferable to speak the words out loud. Repeat statement at every angle. Continue daily until all of your being MEANS what you are saying. (All the steps are important,

because you cannot easily, effectively, and permanently change your weight and shape until you TOTALLY accept the weight and shape you have NOW.)

③ Reaffirm your love for your body AS IT IS and add "Now I choose to change both my weight and my appearance. I choose to weigh _____. (If you desire your weight to be lighter by more than 20 pounds it will be better to set the first goal at 15 lbs lighter. Preparation time is an important part of the program. This is the time to get excited and BEGIN:

④ ERASE the word "lose" from your vocabulary. Also the thought of losing. "Losing" has connotations that our inner system rebels against. The inner (subconscious) likes and accepts an attitude of achievement. It may sound like a little or silly thing, yet consider how often people put forth great amounts of energy and effort to LOSE weight only to FIND it again. Erase and replace the word "lose." Find the word or words you are comfortable with such as ALTER, CHANGE, etc. This is MOST important. We go into action when we hear the word lose. Remember a time when you heard someone you didn't even know say they had just lost their car keys? The immediate reaction of everyone around is to FIND their keys. It is ingrained in us to FIND what we lose. On the other hand, our being responds wonderfully, and productively, to the words ACHIEVE, ATTAIN, etc. It will take practice to eliminate and replace, yet this can't be stressed too much. You know the parable of the man who cleaned his house of the evil spirit and then seven moved in. The practice will definitely be worth it, and necessary, to reach the required goal.

⑤ Talk to your body appreciatively. It is remarkable how your body will respond. Say things like, "I love you. You are very good to me and I appreciate you." While bathing, in the tub or shower, is a great time to develop the habit of stroking your body while lovingly speaking words of appreciation and thanks. Begin visualizing your shape as perfect and FEEL how good it is to be lighter and have more energy.

Preparation is also a time to find out what YOUR NATURAL daily weight gain is. Weigh first thing in the morning and just before retiring for the night. After a few days you will discover your natural daily weight gain. Mine is 2 1/2 pounds. If I weigh three pounds more when I go to bed than I weighed in the morning, I know I have added one half pound. This is not a must, just helpful.

This is YOUR program and you PROCEED at your own rate, KNOWING you are benefiting along the way. HAVE FUN, be LIGHTLY SERIOUS! We will continue with this next month.



Marianne Hill
International Children's Education Consultant

As Unity students we have heard that "Order is the first law of the universe." There are occasions when we may feel just a tad out of step with this universal order; say for instance, working with a group of children whom you only see for about an hour, one morning a week, each coming to you with a different set of experiences and each in a different emotional state.

Now we know that any seeing disorder is only an illusion, for the divine idea of order is always at work in our lives. In working with a group of children there are some techniques, however, that may help smooth out some rough spots and facilitate an orderly flow to the activities, making the Sunday morning children's program a blessing to all.

Techniques in Working With A Group of Children

1. Keep the activities short depending on the age level of the children. Evaluate and re-evaluate what you do in the group. If it's something the children like and enjoy, the time can be longer.
2. Before you even begin, set some expectations. If you need to break up little cliques, play a simple game: "Mary, you and Jim change places, 1, 2, 3, 4, 5," or say "During today's group time, raise your hand if you want to speak," or, "Everyone may answer this time." Suggest they listen to one another as they talk.
3. If children begin to drift or get restless, have them stand up and do a short physical activity with them, then sit down and continue. Say to the children, "Sit with your legs crossed" (not Indian style) This keeps the wiggles

at a minimum. Saying "sh-h-h-h!" is an exercise in futility and adds to the noise.

4. If a child has something distracting in his or her hands brought from home, ask him or her to put it in the closet.
5. To regain the attention of the group, do a finger play, a quiet one! These don't have to be memorized, make up one!
6. To dismiss your group, here are some other ideas to use besides the colors they are wearing: type of shoes worn, long sleeves or short, letter each name begins with, in order of alphabet, month each birthday is in in order of months, number of claps needed to clap out each name (after doing this as a rhythmic activity).
7. To gather the group, flip out lights, ring a bell, sing a song. They need some signal that it's time to begin. Reinforce it for awhile by telling them, "This is the signal for group time."
8. If a child has brought something to school that is unusual or interesting, or new to the group, allow the child to show the others at Opening Time. Call it Sharing Time (rather than Show 'n Tell, an outworn phrase).

Association of Unity Churches Resources

Resources for Unity Children's Programs available from the Association of Unity Churches:

I Am One Songbook & Cassette Set. #1733	\$14.00
Seeds In My Heart Cassette - meditations & songs. #1727	\$10.00
Songs and Finger Plays for Little Ones Video #1326	\$16.00
Teacher Recognition Pins #1735	\$3.00
The Twelve Powers of the Animals Storybook #1734	\$7.95

TEEN ISSUES/RESOURCES/TRAINING

GAME DAY

You've read how to do great youth-group games--now see them demonstrated before your very eyes!

Featuring Wayne Rice & Mike Yaconelli
VHS video, 28 minutes

As you've flipped through the games in an IDEAS book, have you ever wanted to see how a particular game was played? Now is your chance with Youth Specialties Game Day video--an instructive, informative, and sometimes-hilarious half-hour with Wayne, Mike, and 100 energetic kids who demonstrate some of the best games ever printed in the IDEAS Library. You'll see games like Sock-Tail Relay, Toe Fencing, Balloon Stomp--and many more!

Along with the demonstrations, Mike Yaconelli shares valuable insights about making the most of games in your youth programming.

MOTHER TERESA

"Wonderful...absolutely fascinating."
Siskel & Ebert & The Movies
"Riveting...Terrifically moving and convincing."
Vincent Canby, The New York Times
"Gripping...Unexpected humor."
Jim Vennire, Boston Herald

This powerful and inspiring film is considered the definitive portrait of the 1979 Nobel Peace Prize winner, Mother Teresa. Shot on the run over a period of 5 years in 10 countries on 4 continents, this award winning film follows Mother Teresa into the world's most troubled spots. From the war in Beirut to Guatemala under siege, from the devastated streets of Calcutta to the ghettos of the South Bronx, the film is an experience of the way Mother Teresa transcends all political, religious, and social barriers with her works of love.

Running Time: 82 minutes

Devotional Moments

This is a collection of five video Devotionals:

1. **Praise** - Beautiful photographic images, including nature scenes and places of worship, are accompanied by the famous Pachelbel's Canon, which is based on Psalm 103. 3 min. 16 sec.
2. **Prodigal Daughter** - A modern retelling of the Parable of the Prodigal Son through dance, music, and a narrated story of a teenage daughter who leaves home for a life on the street. 3 min. 40 sec.
3. **People** - Excellent photographs of people from around the world, along with a specially written song, create a joyous celebration of our oneness with all people of the world. 2 min. 50 sec.
4. **Rich Man and Beggar** - Using themes and characters suggested by Jesus' parable of the Rich Man and Lazarus, this music video shows a young executive and a derelict crossing paths. 4 min. 40 sec.
5. **The Morning of Creation** - Dance, color, light, shadow, music, and special effects are used to create an "electronic painting," an exciting interpretation of the Creation Story, which is read as the images flow by. 7 min. 10 sec.

A BETTER WAY

Addressing the issue of teen suicide

The issue:

Suicide is killing teens of every race, creed, personality, geographic location, and economic circumstance.

Professionals say that most of these horrible deaths could have been prevented by someone who cared enough to get involved.

Teens considering suicide are crying for help.

The facts:

Teen suicide is a fast growing epidemic. Each year nearly 6,000 young people kill themselves. Five hundred thousand more make suicide attempts.

Teens suffer depression in increased proportion.

A growing romance with death is apparent.

Society's increased demands threaten the weakened defenses of today's youth.

The purpose:

"A Better Way" has been created to motivate teens away from suicide as their solution to the struggles and emotions of adolescence, and to develop an environment for healthy discussion between parents, teens, and peers about suicide.

Through moving interviews and stories, "A Better way" shows how you can help save a life by caring enough to become involved.

It is designed to:

- Motivate teens away from suicide
- Create an environment for healthy discussion between parents, teens, and peers on the issue of suicide
- Outline some positive steps which can be taken by anyone to help prevent teen suicide

A video presentation based on the acclaimed television special, "A Better Way."

The Question?

This video presents a balanced perspective that touches upon the emotional, physical, social, and spiritual aspects of suicide, thus providing the viewer hope and direction in dealing with this serious problem. Will Turner, a high school senior dealing with his brother's suicide, is faced with the question, "What is the meaning and purpose of life?" "The Question," a winner of numerous international film awards, is one of the most compelling short films of all time.

Included is a 20 minute panel discussion on the topic of suicide. Y.O.U./Adult

This film is NOT recommended for an immature viewing audience.

—DEVELOPING—

Youth as Leaders

Boost your youth program by equipping your young people with eight important leadership skills and qualities:

1. **Christlike leadership** - Develop compassionate, self-assured young leaders who draw their strength from God within.
2. **Decision making** - Help young people learn how to examine alternatives and make appropriate choices.
3. **Communication skills** - Offer teenagers tools for improving their listening and speaking abilities.
4. **Sharing leadership** - Teach young people why, how, and when to delegate responsibility.
5. **Dealing with conflict** - Give kids seven helpful ways to handle conflict and resolve problems.
6. **Understanding group dynamics** - Help young people manage cliques and cope with different group situations.
7. **Role modeling** - Teach kids how to be positive examples for fellow group members.
8. **Learning from failure** - Help young people learn how to use mistakes as an opportunity to grow.

Your easy-to-use training kit contains:

98-minute VHS video and 72-page leader's guide, complete with

- step-by-step meeting outlines
- detailed how-to-use information
- loads of ready-to-copy handouts
- plus three training schedules to choose from

One In A Million

A Mars • Hill Production

Hindered by a slight physical handicap, Bobby is tormented by self-doubt. Thrust into an emergency situation, Bobby risks his life to save a neighbor's baby. Suddenly he is a hero. A sense of destiny rises within him to give purpose and hope. While doing a simple chore for his mom, he discovers her diary. He reads of her romance with his father, her struggle over a premarital pregnancy, and finally her decision to abort the baby. As Bobby examines the abortion date, he realizes that he was the victim of that abortion and that he had never actually been born.

This emotionally charged film creates a powerful premise for discussing destiny and the sanctity of life.

NOTE: This film is designed specifically to promote in-depth discussion on a critical issue. Y.O.U./Adults

Learning

and

Leading

A leader developed video for teachers/sponsors of teens. Covers age-group characteristics, learning styles, teaching methods, and activities.

Produced by Presbyterian and Reformed Ministry for training in their "celebrate" and "Bible Discovery" studies, but basic information useful; especially for beginning teachers/sponsors.

Leadership Training

Audio Cassettes

Following is a list of audio cassettes which may be valuable for the volunteer adult sponsor/teacher. They are for the leader's personal listening, not for classroom use. They are live lectures from a national youth workers' convention.

As with the video listed herein, we offer them with advice that you use them as stimulators for your own thinking. We are not endorsing in whole or in part the views of the lecturer.

1. How to Recruit and Train Adult Volunteers - Les Christie
2. Ideas For Building Attendance In Your Group - Rick Bundschuh
3. Incorporating Parents Into Your Youth Ministry - Paul Burthwick
4. Effective Youth Group Programming - Mike Yaconelli
5. Ministering To High-School Students - Mike Yconelli
6. Jr. High Ministry In The Local Church - Wayne Rice
7. How To Lead Effective Discussions With Youth - Bill McNabb



Ray Wiggins
International Youth Education Consultant

A Ministry of Affirmation

Anyone who has worked with teenagers for more than two hours would agree that one of the major challenges among teens today is poor self-image. Today's young people suffer greatly from a lack of self-esteem, and this affects every area of their lives.

As Uniteen and Y.O.U. adult leaders, we view our teens as special children of God. Since in our work with youth we seek to provide opportunities for them to open up to the leadership of Spirit in their lives, it is important for us to help them view themselves as they truly are. We want them to know that God is love and that this love principle is unconditional for them. One of the best ways that they experience the love of God is through our love. It is in our interaction with teens that they feel loved and accepted and are more capable to translate this experience into understanding God as love.

This expression of love through our teaching, counseling and sponsoring activities is what I call our "Ministry of Affirmation." Following are three basic points to keep in mind as you seek to strengthen your ministry of affirmation.

I. Believe in your teens.

Louis Fisher in a biography of the great Indian philosopher Mahatma Gandhi, said, "He refused to see the bad in people. He often changed human beings by regarding them not as what they were but as though they were what they wished to be." The power of belief is incredible.

As youth workers we offer a ministry of affirmation. As I read the Gospels, I see over and over again that Jesus had the power to draw out the best in people. He met a clumsy, big-mouthed fisherman named Simon and saw in him, and more importantly, helped him see in himself a great leader who was to become the "rock" of a spiritual teaching. Who are the Simon Peters in your group? Believe in them, their nature as children of God, in their

potential.

II. Be liberal with praise

To be liberal with praise is not vain flattery. Praise is a gift every youth worker needs to bestow freely and often. Mark Twain once said, "I can live two months on one good compliment." Young people can also.

There was a woman of my acquaintance who was a "note writer." She would continually take time out of her busy schedule to write encouraging notes to people. Her simple ministry of affirmation was important. Young people are hungry for praise. In praising be as specific as you can. Instead of complementing John for how he handled the planning meeting, be specific in saying, "John I really liked the way you chaired the planning meeting. I especially liked the way you made sure everyone was heard. And also the fact that you were well prepared. Thanks John. You're doing a marvelous job!"

III. Be available

People brought little children to Jesus and the "disciples rebuked them." After all, Jesus was a busy man! But Jesus was available even to the little children and He said, "Let the children come." Wherever Jesus went He took time to help, lead, and minister to those around Him.

Our Uniteens and Y.O.U.ers need to know we are available to them; available to sit and talk as well as simply spend some time with them. Some of my best conversations with teens in my ministry have been after a meeting or while on a long drive to a Y.O.U. rally. Just the thought that they are special enough for you to make your time available to them will often be a great boost to a teen's self-esteem.

The "divine interruption" policy has helped me in my ministry. "Divine interruption" is a phrase Charlie Shedd coined to describe the time/s in your week where Spirit uses you to help someone you hadn't planned on helping.

Being involved as a worker with teens means being available to young people to meet their needs.

As we develop a ministry of affirmation we will see our youth "open up" as never before to all that Spirit has in store for them. One of the keys to effective work with teens is the ability to help build proper self-esteem in their lives through a ministry of affirmation. A ministry in which we believe in youth, are available to youth and affirm youth with specific praise.

Y.O.U. News & Notes

➤ On the preceding pages in this issue are two sheets which update the Y.O.U. Video Lending Library. Remove these sheets for easy reference.

➤ Keep reminding and encouraging your Y.O.U.ers to submit their creative writings to the Freeman Creative Writing Scholarship Program.



Inner-View

Y.O.U.er of the Month

Nicole Roberts

Name: Nicole Roberts

Age: 15

Hometown: Spokane, Washington

Family: I live with my mother and stepfather. I have one sister, five stepsisters and one stepbrother. I love my family and wouldn't trade it for the world. My mom is my strength and support in life. I owe what I have become to her guidance and love.

Unity Center: Unity Church of Truth, Spokane, Wash.

Region: Western

Hobbies: My hobbies are dancing and working out. I have danced for nine years, and I love it. My dance group performs annually at the Spokane Opera House. I find dance a way to express myself in body language. I work out as a way to keep in shape and relieve stress.

Favorite Color: Iridescent purplish pink.

Favorite Musicians: The Cure, Dino, All. B. Sure, Depeche Mode, all kinds of music.

Favorite Movie: Lean On Me

Future Plans: I plan to run for the office of, and become regional representative or assistant regi-rep, graduate from high school and go to the University of Washington where I will major in psychology and minor in business management.

Best Time in My Life: The best time in my life was at Y.O.U. Conference last summer. It was the best experience I have ever had. I loved making new friends and growing. Since I've been back I have changed my attitude about life. Now I look at things in a different perspective. I am thankful for having the opportunity to experience it, and plan on returning for the next three years.

How I See God At Work in My Life: I see God's work in every aspect of my life. For me, my God is inside of me. It is the child in all of us. I feel if you leave everything to God, everything will fall into divine order.

Ways I Am Growing: Everything that happens, good or bad, helps me grow. I meditate to grow and my weekly Y.O.U. meeting helps me grow. With each new day I learn more about myself and what I can do to improve my life.

My Wish For The World: My ultimate wish for the world is peace. Yet to find peace within yourself is the first step. Each person needs to get in touch with their inner selves, and when each person reaches that, then we will have true world peace.

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

 **Contact**

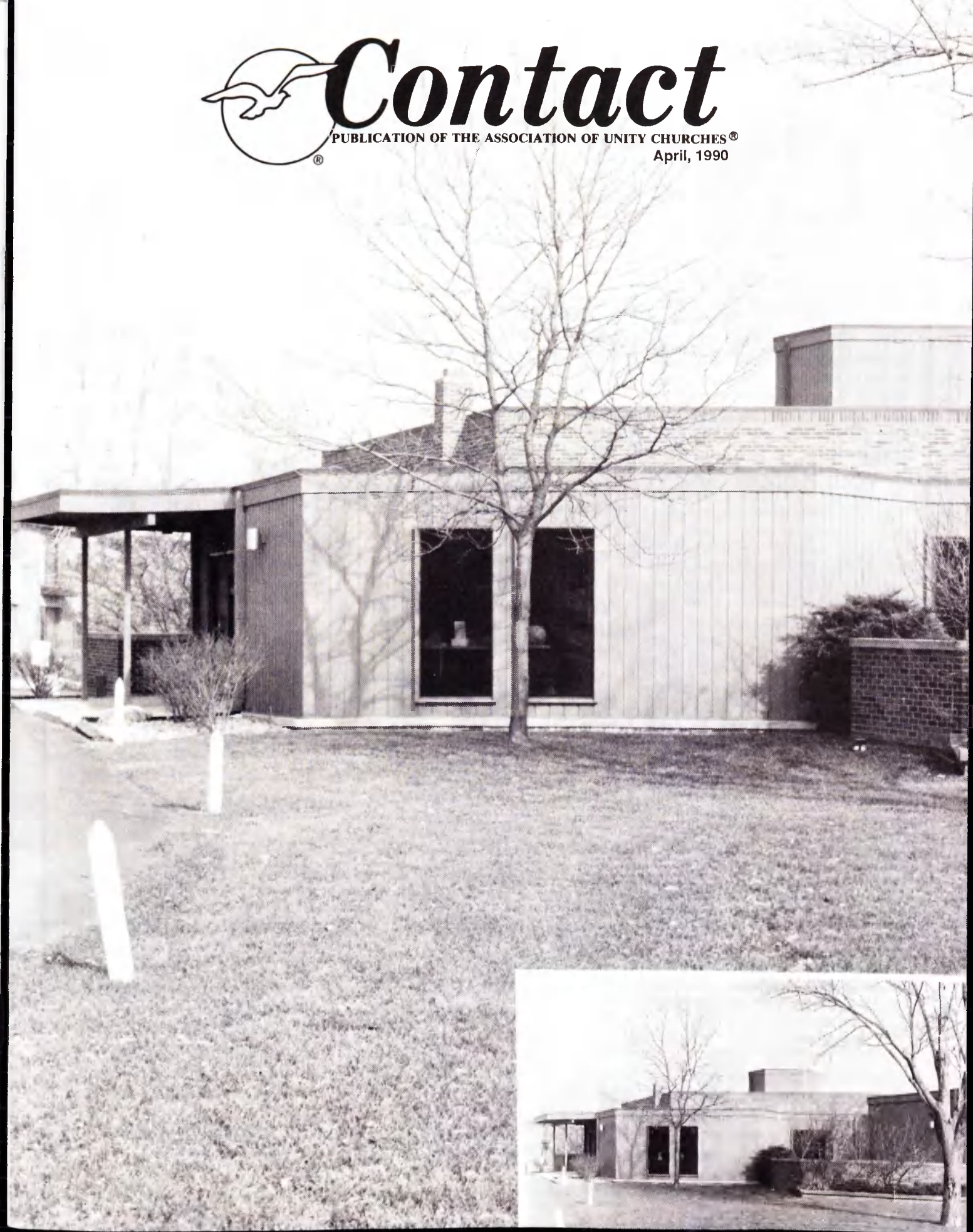
Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

FORWARDING & RETURN POSTAGE GUARANTEED,
ADDRESS CORRECTION REQUESTED

HERITAGE ROOM

00000

 **Contact**
PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®
April, 1990



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

Your Holiest Gift

There is a legend that after Judas betrayed Jesus and hanged himself, Judas found himself at the bottom of a dark pit. He lay there on his stomach for what seemed a million years. Slowly and painfully, he turned himself and saw a faint light miles above him at the mouth of the pit.

Something within Judas drew him toward the light. With great difficulty, he began the climb. As he climbed, the light grew stronger, and the closer he got to the mouth of the pit, the more Judas drew strength from the light. Finally, he pulled himself over the edge and, much to his astonishment, he found himself in an upper room where a young rabbi was having a meal with his friends. The rabbi came over to him, helped him to his feet, and said, "Judas! Welcome! We've been waiting for you. We couldn't continue the supper without you."

...embrace a larger God.

The presence of God is always waiting with infinite patience. As the prodigal son found when he returned home, we, too, find that the wounds within can become holy. Your dread can bring you

back to the place of healing and peace.

Like the legend, when you bring your Judas (all that is painful within you) to God, you find God waiting, a banquet prepared, and healing available. You can experience so much more holiness in your life and for your people--a much greater and deeper peace--as you embrace a larger God, a God that includes your pain or your anger. In fact, this Eastertime, give your greatest gift to God. Give Him your pain.

Somehow, even we, as ministers and teachers, do not quite relax into God. There is always more to let go. We want to bring only our best to God, wear our Sunday best, and all the while, God waits for us to come home. In Unity, we well know the path of light, the joyous awareness of God's presence. Sometimes we have been guilty of ignoring the "via negativa"--the path of darkness, for this requires that we trust God more than we ever trusted Him before.

...the worst within you can become the best.

God is light and truth and greatness, and God in all that omni-ness is big enough to include the darkness. Nothing happens outside of God, and so the bigger truth is that the one presence and one power includes every limitation.

Here is an aspect of God that many people miss. We seek to avoid our pain because it's too awful. We spend our whole lives running, ignoring. Yet, the worst within you can become the best within you, but only as you bring even that worst consciously to God. Matthew Fox teaches that the godness within you is the fertile void--a darkness. The seed falls into the earth and dies in darkness before it can grow to the light. All of your body processes continue in darkness. For the first nine months of your physical existence, you lived in the darkness. In the darkness of the tomb, the miracle of resurrection took place. Yea, we walk in the light of God and we experience the darkness, for God is also there.

You remember the story of Jesus

healing the man full of demons (Luke 8:26-36). He said his name was Legion, which is probably a poetic way of referring to the many confusing voices within. I have so many voices inside me, and

"My pain is acceptable to God."

perhaps you do too. Inferiority can rear its head often, and I feel inadequate or incapable. Perfectionism is a demon that lives powerfully within me, always criticizing and trying to make everything perfect. I get impatient and want things to be done yesterday. I sometimes swing my inferiority to superiority, and then experience the demon of trying to be better than someone else. I remember reading an article recently that gave a roll call of the seven deadly sins. There they were: anger, lust, sloth, envy, pride, gluttony, and greed. "My goodness, I thought, 'I've got all of those, too.'" Judas in his pit has lots of company.

The demonic man came to Jesus and was healed. So it is me. When I identify my pain and bring it to the divine within me, I find healing and peace. The inner rabbi is there with a banquet waiting, welcoming me home.

See GIFT on page 8

Volume 23, Issue 3

April, 1990

CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Unity of Livonia
Livonia, Michigan
Senior Minister: Gene Sorensen
Deadline: 1st of every month, two months prior to issue date.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part V

Rationale Supporting Use of Instructional Games

The field of games appears to be a fascinating means by which sociologists and psychologists may study human behavior under various conditions. One quickly realizes that the amount of literature theorizing and defining games and exedacs, outside the religious field, is proliferating.

Part of that theorizing and defining was done by Clark Abt when he stated that a game is "any contest (play) among adversaries (players) operating under constraint (rules) for an objective (winning, victory, or payoff)" in Games For Learning, p. 3. If game-developer Abt's definition is valid, then the whole concept of games is probably common knowledge. Common knowledge, that is, if games are regarded as only amusements or sports activities. However, if that enjoyment-athletic relationship is expanded, one realizes for example, as pointed out by game theorist Anatol Rapoport, in Fights, Games, and Debates, pp. 109-111, that for the profes-

sional gambler and athlete, games are a very serious business. "Serious" is used here to refer to the purpose of the game. Chess, no matter how seriously it is taken, exists for the entertainment of its participants. Thus, serious games, "no matter how much fun they are, have as their primary purpose something other than the entertainment of the players," Gordon, in Games for Growth: Educational Games in the Classroom, p. 3.

An individual's livelihood may depend upon how he plays the political, corporate, romantic drive, or military games. At the risk of oversimplification, those games which depend upon communication between two or more persons in some type of social setting to be played are called informal. The rules for informal games are implicit, that is, the rules evolve as the game takes place. An expanded, specific definition of a game as extracted from the game theories of Alice Gordon, is essentially a simplified

... slice of reality. Its structure reflects a real-world process that the designer wishes to teach or investigate; ... the informal game also serves as a vehicle for testing that process or for learning more about its workings. Ibid., p.9.

Game developers P. J. Tansey and Derick Unwin, in Simulation and Gaming in Education, p. 59, maintain that it is not necessary to compare games with traditional classroom methods; that is, "if the game is well-constructed it must be at least as good a teaching method as chalk talk, or projects, given all the other variables inseparable from any classroom." Games, then, justify themselves by being alternative methods to those currently employed. Undoubtedly, information gain and learning of concepts will vary from game to game as does the amount of learning from the lecture-discussion method so popularly employed (W. I. Gordon, in Speech Today, (Summer, 1971) p. 27, by secular and religious educators alike.

The rationale for using games is that they help to create an "atmosphere" in the classroom in which students (adult learners) varying in ability, can function together to learn and to develop positive attitudes toward others and toward the subject matter. Tansey and Unwin indi-

cated that during the time of play, the student becomes an active element on participant in classroom activities. Appropriately then, if teachers can increase participation by using a rather "frivolous" tool, perhaps this same method can be successful to channeling the enthusiasm generated by laying games into a serious enjoyment in the business of learning. In addition, Tansey and Unwin noted that games tend to give purpose to learning without the participant being aware that he is learning, Ibid. p. 25.

Game theorists categorize games according to: (a) outcome attributes; (b) skill development; or (c) design pattern (common element). A more accurate delineation and identification of games, considered by many researchers as being universal to all games, has been compiled by Avedon and Sutton-Smith in The Study of Games, p. 422; they call them "ten structural elements." It follows then, that the ten game elements reviewed below provided additional data for the learning theory criteria outlined in the Methodology Section of this study.

By combining the work of mathematicians, behaviorists, and recreation personnel, the elements identifiable in games are: (1) **Purpose of the game:** aim, goal, intent; (2) **Procedure for action:** specific operations, method of play, required courses of action; (3) **Rules governing action:** fixed principles that determine conduct and standards for behavior; (4) **Number of required participants:** stated minimum/maximum need for action to take place; (5) **Roles of participants:** function and status; (6) **Results or pay-off;** (7) **Abilities and skills required for action;** (8) **Interaction patterns;** (9) **Physical setting and environmental requirements:** man-made or natural; and (10) **Required equipment:** (man-made or natural artifacts. Ibid. pp 423-425.

Expanding these structural elements in order to accommodate interpersonal communication games necessitates re-statement and alteration. A survey of academic game materials resulted in a compilation of qualities or elements that

See SYTTLES on page 9

CHURCH DEVELOPMENT & MANAGEMENT ISSUES



Barbara O'Hearne
Church Development and
Management Consultant

A Model for Group Problem Solving

A recent invitation to speak to a group of community volunteers gave me the opportunity to explore group problem solving and decision making. In my research efforts I found some interesting ideas and particularly useful information developed by Richard Wallen and expanded by Edgar H. Scheir.

A six stage model of problem solving presented in Figure 1 has two phases of activity. Phase one includes problem formulation; proposal for solution; and forecasting consequences, testing and evaluation solutions. These occur prior to any action or decision. Phase two involves action planning; taking action steps; and evaluating outcomes which can lead back to problem formulation. These steps occur after a decision to act has been made.

Inherent in this problem solving model is the need to make decisions. Moving from Phase I to Phase II involves making decisions. When making decisions it is important to consider factors such as:

- the amount of time available
- the past history of the group
- the task(s) being worked on by the group
- kind of climate the group wants to establish.

In consulting with churches and

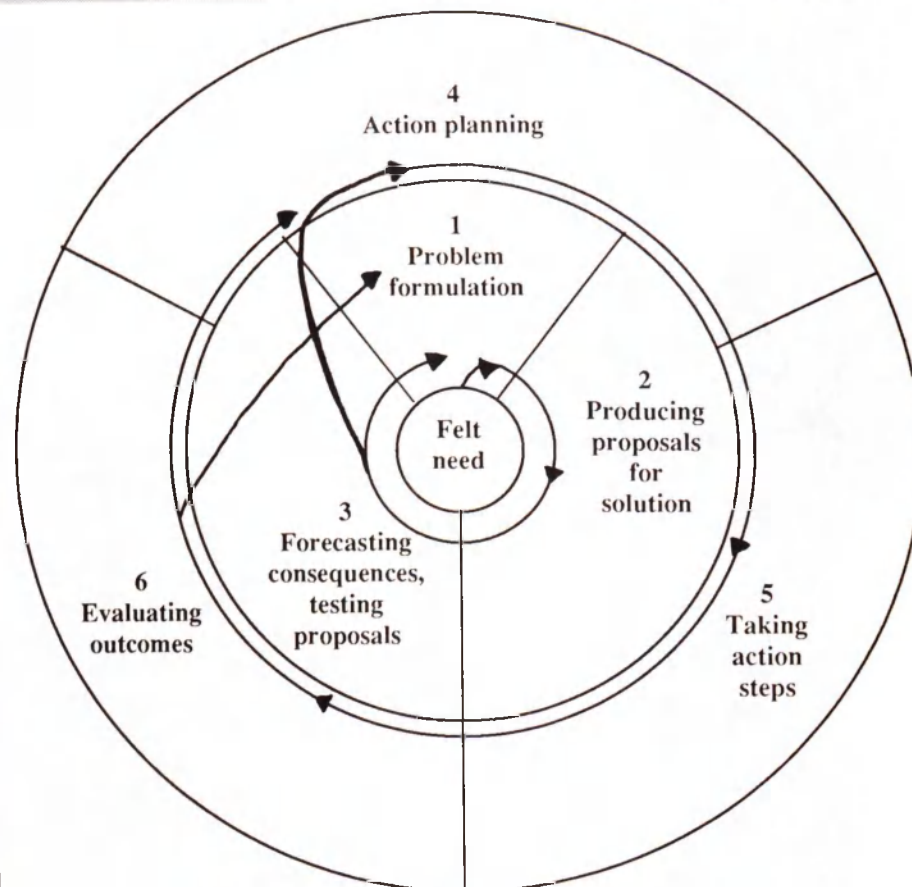


Fig. 1: A model of the stages of problem solving

organizations, I have noted a process called PLOP or "decision by lack of response." In this model someone makes a suggestion and before anyone has time to react to it someone makes another suggestion or recommendation; this goes on and on until the group finds one solution they can act on or "live with." During this process many ideas, suggestions and possible solutions are "plopped" on the table, not responded to or evaluated. Persons offering ideas get no recognition, let alone feedback and may eventually withdraw from participation in future problem solving/decision making sessions.

The Wallen/Scheir model has proven to be an effective method in problem solving. An overview of the steps may provide an understanding the model and how it can be used by ministers, boards, and staffs.

PHASE I

Step 1. Problem formulation

The most challenging part of problem solving is the first step of defining the problem. What must be done at this stage is to clearly differentiate between the symptoms and the real problem. This preliminary diagnosis can be a time consuming task. If done accurately it will save time later on. By examining concrete incidents and generalizing the problem from these, the group is able to more effectively formulate the problem. This prepares the group to move into the next step.

Step 2. Producing proposal for solution.

Brainstorming can be an effective technique in the early stages of looking at possible solutions. By encouraging the participants to generate as many ideas as possible and by refraining from evaluating the ideas a more expanded listing can be generated.

See SOLVING on page 8

CHURCH GROWTH & DEVELOPMENT ISSUES



Dick Connor
Church Growth & Development
Director

Q's and A's

During the January 1990 midyear planning conference at the Village, I was asked a number of questions about the nature and scope of the Church Growth and Development function. The persons asking them suggested that others in the Association should be made aware of the information. Here goes!

Q What is your relationship with the Association?

A I'm engaged as an independent consultant who lives in Virginia, and I also function as the ongoing director. There are important benefits to the Association with this relationship:

➤ As an independent contractor, I underwrite the major costs involved in organizing and staffing my office. For example, the Association has continuing use of my computers, copy machine, Fax machine, and support staff personnel without incurring capital costs. I also pay my own Social Security taxes.

➤ Working from my Virginia-based office avoids the problems involved with trying to squeeze yet another office into

an already overflowing Association office.

➤ My location also saves substantial travel dollars because Washington is a major point of departure offering less expensive air fares than are usually available from the Kansas City hub airport.

➤ As president of the board of Unity of Fairfax, I am able to use my ministry as a laboratory for testing new approaches before taking them into the field. As you know, our ministry willingly shares our materials among Association members at no cost. During 1989 we distributed 42 sets of Unity of Fairfax materials.

Q Do we have to be served first by Barbara O'Hearne to obtain your assistance?

A In general, we've found that to have Barbara in to evaluate the situation and develop a strategic plan and mission statement is sound policy and strategy. I speak to this in a later question.

But this does not preclude your calling or writing to me to discuss a specific question that you have. A growing number of ministries are sending information by Fax for my review. Every function in the Association exists to serve you in responsive, Truth-based fashion, and my function is no exception.

Q How does your service relate to or differ from Barbara's management consulting service?

A John Salunek answered this question for a colleague and John gave me permission to quote his reply. John puts this simply and soundly. "Barbara comes in and gets the ministry's 'ducks in a row.' When she leaves, there is a statement of mission, a strategic plan, goals, and a strategy for getting the plan installed.

"Dick's work is concerned with apply-

ing Truth principles to the functioning of the ministry Leadership Team, with emphasis on articulating vision, building alignment and commitment through authentic, empowering communication, the invisible factors that make the visible possible over a sustained basis." Thanks John!

Q What specific services do you offer?

A I presently provide the following in-field ministry experiential workshops:

➤ Creating a Vision of Possibility--this has been discussed in previous articles.

➤ Developing and offering a Spiritual Commitment Program--this was discussed in 1988.

➤ Creating a Ministry That Works. This is an advanced, rigorous program that is designed to "unstuck stuck energy." It's designed for the ministry leadership team that truly wants to "walk-the-talk" by being intentional about its communication and application of Truth principles.

I also provide telephone counsel, Fax and mail response. My Association-east phone number is 703/569-9131, and the Fax number is 703/569-2566.

I'll answer several additional questions in subsequent articles.

In the February issue I asked you to use Worksheet #2 with your Leadership Team. This worksheet contained nine enduring goals which could be ranked in terms of current priority.

There is no "right" or "wrong" priority for each of these enduring goals. The important consideration is the extent to which there is alignment among the members of the Leadership Team on the relative importance and urgency for each. My May 1989 article discussed this concept if you wish to review your knowledge of this notion.



Shay St. John
Development Officer

"In the beginning. . ." Words familiar to us all, reminding us of the creative intention of the Universe to support us in the unfolding of our dreams. It is now, in the beginning of this new decade and the first few months of our second century of growth that I join the Association staff. I rejoice in the commitment to principle that inspires all who work here, our Board of Trustees and each of you, ministers and ministries in the field.

Principle is the cornerstone of our vision for our new world headquarters. It is the fabric upon which the tapestry of our dream begins to weave itself. We are Building Our Future in Unity! We affirm the wisdom of the Psalmist, who proclaimed in Psalm 127: *Except the Lord build the house, they labor in vain that build it.* Together with God and one another we create the fulfillment of our vision. YOU are a vital part of this creative process.

Be with us in your regular prayer times, holding the affirmation of our united vision in the consciousness of love and harmonious expression. If you were not here for January meetings to receive this acronym about Building Our Future, please clip this one and put it where it becomes part of your networking in prayer consciousness with us.

"In the beginning. . ." It is a strong beginning. From the vision of our Board who asked Unity School for land upon which to build our new world headquarters, we have moved forward. The faith of Unity School in our mission and the work before our Association led to the loving gift of this land. And now we joyously step forward to continue to Build Our Future in Unity!

Building Our Future in Unity

Being active Visionaries

Uniting our prayer consciousness

Involving our churches and laypeople

Leading the way forward

Developing clear, reachable goals

Increasing our acceptance of God's good

Networking our donor base

Growing in giving

Opening our hearts

Understanding the need

Realizing our Christ potential

Following our dreams into manifestation

Unifying our minds in Truth

Trusting Spirit unshakably

Utilizing our resources lovingly and wisely

Reaching fulfillment by 1994

Empowering our world as we meet the Millennia

*Please join us in your regular prayer times, affirming:
Through faith in God and unity in Unity,
we lovingly build our new home for our
Association of Unity Churches.*



Carolyn Craft
Radio/Media Coordinator

A Message of Hope Through Radio

What is it that Unity churches and centers offer congregants that can help change their lives? Hope. Hope for a better life. Hope for happier times. Hope in overcoming fear. Hope in rising above any situation. Hope. Hope. Hope.

If ever there was a time in history to let the Voice of Unity be heard it is today. Across the country and throughout the world people are awakening and listening to their indwelling spirit—a spirit that refuses to be bound, smothered, or oppressed anymore. Whether it is in breaking through the bondage of an oppressive government, tearing down walls that segregate, standing up to one's oppressors, or breaking the bonds of generations of addictive behavior, people are now awakening to their right to personal freedom. They have Hope.

Remember when you discovered Truth? Did you study Unity principles and Unity literature immediately? Did you seek in other spiritual arenas first? Did you search and search before discovering your home in Unity? For many, the search took numerous paths before coming "home" to Unity.

I believe Truth seekers are ready today more than any other time in the history of humankind to embrace our Unity teachings. Not only are they ready, they are knocking louder and in greater numbers at the doors of Unity churches and centers than ever before. Through the activity of your calls we are aware of this increased energy and enthusiasm at the Associa-

tion. This sense of urgency is also being felt in the Radio Media Department. You are calling to inquire about your broadcast outreach methods with your strategic plans and committee already in place. Congratulations and Yeah God! for your enthusiastic receptivity in letting Our Voice Be Heard.

There is also a recognizable trend in "getting back to our roots." With emphasis on self-esteem and individuality, we find Unity synonymous with the whole system of recovery that is sweeping our nation. Our teachings are natural to the desire for overcoming and growth. The seeds that the Fillmores planted years ago are being harvested in a plentiful way now as more and more souls are becoming students of a higher Christ-centered consciousness.

"If you can control your thoughts and attitudes, then you can go a long way toward controlling your experience of life." (Excerpt from an article in the Tacoma, Washington, Morning News Tribune in which Mike and Faith Moran were interviewed on helping church members beat addictions.)

With the national trend toward personal responsibility and recovery (12-Step or otherwise) people are becoming more receptive to the assistance, guidance, and empowerment that Unity teachings provide so they may learn how to make changes in their lives. In our continuing effort to serve our communities

through the electronic media, we are letting the Unity Voice be heard. We are not only letting them know *who* we are but, more importantly, *where* to find us.

IF YOU ARE NOT ALREADY PROMOTING YOUR CLASSES AND MEETINGS BY WAY OF BROADCAST, NOW IS THE TIME.

Your sixty-second message is a powerful way to bring student and teacher together. Remember to record your messages with first quality equipment. Keep your messages clear and concise. Have a professional announcer record your messages, one who has a comfortable and pleasing voice. If you record your own messages, have a professional assist you in your delivery to evoke the most effective presentation. Remember that the media is the messenger.

Some principles and truths can be shared or taught using longer programs (5 minutes or more). However, listeners or potential congregants will gain the most from attending your weekly classes and Sunday services. In less than 5 minutes the goal for your message is to get the listener's attention, plant a seed thought and invite their participation. Give them hope for meeting their personal needs, hope in bringing more joy in their lives, hope in rising above desperate situations.

Through Radio, you are sharing the hope many have realized in Unity.

Stay tuned!

Addiction & Recovery: Recognizing Spiritual Emergent-cy

Here it comes! What 87 percent of minister respondents asked for!

Last year the Spiritual Resources Committee sent a survey to all ministers asking what the "hot" issues in your ministries were, for which you would like assistance with resources. You mentioned need for training, workshops, pamphlets, and bibliographies.

The single "hottest" issue was "addiction and recovery." In response to this mandate, a workshop entitled "Addiction & Recovery: Recognizing Spiritual Emergent-cy" will be presented at the 1990 Convention in Dallas by Sharon Frisby. If you have any questions, concerns, or curiosity about the addiction process and the recovery process, put this one on your agenda.

SOLVING
Cont'd from page 4

Step 3. Forecasting consequences testing proposals.

Activities at this step include a discussion of the criteria to be used in testing, evaluating, and forecasting the consequences of proposals. According to Wallen, this criteria can be personal experience, expert opinion, surveying existing data or information and/or planned scientific tests or research. Personal experience and expert opinion are easy to get and are the least valid. Survey and research are time consuming and can be expensive. They are more valid.

The ideas being evaluated should be matched by the type of validation method. For example, seeking financial experts advice is appropriate when making decisions whether to put excess revenues in capital expenditures or investments. Some groups tend to use the same validation method for all ideas being evaluated.

At this stage of problem solving some groups have concluded they needed to go back and reformulate the problem. Their research concluded the proposed solution was not appropriate and raises questions whether the initial formulation of the problem was correct. For example, in order to attract more people to classes support was given for a new advertising program. Research done at Step 3 concluded the advertising program was sound and the initial problem of "people do not know about the classes" may not be correct.

Once the group reaches some consensus on a proposed solution, they move

into Phase II, the action phase.

Step 4. Action planning.

This step involves a detailed course of action. It begins a new stage of problem formulation. Questions are asked, such as what are the problems in implementing the proposal we have decided on? (formulation); what are alternative ways to implement? (idea production); and which of the alternatives is the best? (idea testing). This step needs to be done slowly and thoughtfully. Action planning is a problem solving process.

Step 5. Taking action steps.

Once the action planning is on paper, the necessary steps are implemented. In some instances the people involved in Phase I are not the same ones involved in the action phase (Phase II). Because the individuals responsible for the action planning and implementation have not been included in the problem formulation, proposing solutions and testing, they do not understand what was involved in the process, nor are they particularly committed to the proposal for implementation. Frequently this can result in the proposal being put aside and nothing gets down.

Those individuals in Phase I need to work through the steps involved in Phase II to clearly understand what is involved in getting the solution into implementation and evaluation. In addition, there needs to be a high degree of communication between the two groups to insure a successful outcome. The earlier the implementer(s) come into Phase I of the process, the less likelihood of a commu-

nication breakdown and the greater the success.

Step 6. Evaluation.

Build into action plans are factors affecting success and criteria for measuring the success of outcomes. Often the evaluation of outcomes leads back into the first cycle of problem definition, and the entire problem solving model is set into action once again.

GIFT
Cont'd from page 2

When I turned 50, I experienced a lot of pain around that. Many insecurities seemed to come forward--some of my coping mechanisms didn't seem to work anymore. I found myself feeling trapped and angry. I went alone to the woods on a retreat and, in the silence, I experienced these words: "My pain is acceptable to God." I wasn't even sure what they meant, but tears accompanied them, and I felt free. I wrote the words down on a scrap of paper and buried them under a rock, right there in the woods. It felt like a "holy place." It certainly was a holy moment. I had never before felt that I could bring my pain to God; I only brought my best self. There were other parts of me that God wanted as well, and in that act of complete commitment, deep levels of healing occurred.

I invite you to carve out for yourself some quiet moments where you can reflect that your holiest gift to God may also be your worst. Give God your praise, your joy, your thanks, your love; also give God your anger, your pain, your loneliness, your fear. The deep way to healing is by surrendering to God, ALL, especially your pain. Give it all to God. Begin now to find out how big and how good God really is. Though your "pain" be legion, as mine, sometimes driving you to distraction, bring them to God. Judas is in his pit, self-created, self-caused. He turns, after what seems a million years, and moves to the light. Lo, all that pain comes to God: your holiest gift. God greets you with a "welcome home!" He has been waiting for you. The supper is ready; your pain is acceptable to God and, in fact, your holiest of gifts. In this quiet deepening, Easter can be marvelous for you.

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES
Statement of General Fund Operations
Nine Months Ended December 31, 1989

	December	Year to Date
INCOME-OPERATIONS		
Love Offerings	\$67,719.95	\$662,440.62
Other Income	4,556.76	24,052.31
	<u>\$72,276.71</u>	<u>\$686,492.93</u>
Less: Tithe Transfer	7,110.63	71,340.55
	<u>65,166.08</u>	<u>615,152.28</u>
Gross Profit Material	1,405.10	53,275.11
Total Income	<u>\$66,571.18</u>	<u>\$668,427.39</u>
EXPENSE-OPERATIONS		
Total Expenses	<u>\$52,616.16</u>	<u>\$668,703.02</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$3,955.02</u>	<u>\$ (275.63)</u>

Unity School Contribution to the Association of Unity Churches Through Services Provided:
Month of November: \$10,345.44
Year to Date: \$70,081.54

Note: This contribution is a nonledger item and does not appear on the Association financial statement.

STYLES
Cont'd from page 3

I deemed effective methods for substantiating the merit of interpersonal communication games: Title-Originator (if such information is available); Cost (if such information is available); (1) Skill development; (2) Objective and application; (3) Purpose of game or activity; (4) Number of players; (5) Level of playing ability (for this study, age level is at least 19) (6) Approximate length of playing time; (7) Rules for play; (8) Pay-off or outcome; and (9) Materials required.

Close examination of these elements reveals that the above criteria are exten-

sions of the definition of games by William Gorden:

Academic Games. . .include only those activities within an educational environment which: (a) include an element of play; (b) have definite limited boundaries and consistently quantifiable pay-offs or penalties; and (c) are directly or analogically helpful to information gain and/or understanding or concepts in a scholarly discipline. Ibid, p. 28.

Religious Classroom Use of Instructional Games

While reviewing the literature concerning the history of gaming and the

rationale for and against using instructional games in the classroom, an interesting phenomenon became apparent: games and experiential education activities abound in secular educational endeavors (education, sociology, psychology, commerce, etc.) while they are slowly increasing in religious circles. However, thus far, studies have been limited to the more popular questionnaire, interview, and observer techniques common to religious education research, rather than using the pretest and posttest procedures or experimental research.

Next month we'll consider criteria for the selection of games and the games used in this study.

Please join us in your regular prayer time:

"Through faith in God and unity in Unity, we lovingly build our new home for our Association of Unity Churches."

COMPUTER TALK

Dealing with the Information Glut...

by Richard Stone, Chairperson
Computer Feasibility Committee

Ministers and many licensed teachers spend a lot of time dealing with an enormous amount of information: names, addresses, lists of all kinds. We need to know who people are, what they do, can do, or will do in the church, birthdays, children's names, occupations, preferences of all sorts, on and on, file cabinets filled with information. Most of us either do not have this information because it is so difficult to file and manage, or don't use what we have because it's so difficult to find and use. A computer can solve both of these problems. It makes possible the management and use of information in ways previously impossible by using a program called a database, which stores and sorts information.

Some study and practice is necessary in order to reap the benefits of using a database, and the more time you spend, the more benefits you will realize. Once you are able to use its power, database will allow you to store information in a central file and call information from that file in any order and any amount you wish.

You can easily retrieve a list of people who are interested in music, who have

maintenance skills, who teach, or those who have management skills. You can push a key and retrieve a name, address and phone number and bring them directly into a word processor without having to type them. Enter a few simple commands and produce a directory of your members that includes any information you wish. It will tell you in seconds anything about anyone in any order as long as the information is in the computer. It takes time to gather the information and put it into the computer, but it is simple to keep it current.

A database program can be relatively expensive program such as DBase IV, DataPerfect, or Question and Answer, but you can also use a database included in a word processor such as WordPerfect, or a multipurpose program such as PCTools 5.0. It depends upon your needs and funds. A small church doesn't have the needs of a large church, but beginning your database while small is a lot easier than trying to catch up after considerable growth. A large church without a database is experiencing needless frustration.

Next month: crunching numbers (almost) painlessly.

Calling All Unity Authors!

Books and tapes written or professionally prepared by Unity ministers, teachers, and lay persons will be prominently featured in the Bookstore and Gift Shop at the 1990 convention of the Association of Unity Churches in Dallas this June.

Any author or speaker interested in having books or tapes offered for sale to the more than 2,000 convention attendees is invited to contact the convention office at the Association of Unity Churches before April 15, 1990. The phone number is 816/524-7414; the FAX number is 816/525-4020.

Carole O'Connell, coordinator for the Bookstore and Gift Shop, emphasizes that no merchandise should be sent at this time. All convention sales will be divided according to a ratio of 60% to the supplier and 40% to the Association of Unity Churches. The convention Bookstore and Gift Shop will not sell any books or tapes on the occult, the psychic, spiritualism, astrology, or channeling.

Sparkplugs

Talk Topics & Sermon Starters from
Unity audiocassettes

This month:

Living the Light/Prayers of Healing and Release, meditations by Dale Blackford, music by Richard Inman

"Lord, make me an instrument of Your peace." Thus begins the meditation on this empowering audiocassette. Unity minister Dale Blackford shares excerpts from the beautiful prayer of Saint Francis of Assisi as he leads you in thoughts that connect you with the confidence, faith, and peace that is within you.

You will experience a peaceful journey inward as you discover forgiveness, release, and spiritual rebirth. Regardless of the challenges in your life, meditation and oneness with the power of God within you is the key to overcoming and going forward. With contemplative words, Dale Blackford provides the opportunity to help you reach your inner power. Richard Inman plays soothing, discreet music that enhances the meditative mood of the cassette.

Mr. Blackford's voice is calm and loving, setting a perfect mood for the second cassette, Prayers of Healing and Release. To experience the opportunity provided on this cassette, you are told to shut the doors to fear and to embrace your divine right to love. After releasing fear, you will experience an infilling of freedom and the assurance of God's power. This cassette is enhanced with inspirational choral songs of affirmation and faith.

You may order Living the Light/Prayers of Healing and Release from the Sales Department, Unity School of Christianity, Unity Village, Missouri 64065. To order by phone, call (816) 251-3571.

DEPARTMENT OF EDUCATION NEWS



Robert Ellsworth
Associate Director/Director of Education

Sex In The Forbidden Zone

Peter Rutter, M.D., has written a fascinating book called Sex In The Forbidden Zone. As a psychiatrist, his book is based on over 1000 cases of women who had a sexual relationship with men in the helping professions (therapists, doctors, clergy, lawyers, and teachers). The book was an eye opener for me, and I realized how naive I was concerning the important issues in this area. Most of you, as ministers and licensed teachers, will be counseling women who have experienced sex in the forbidden zone with a man in power. The dynamics that lead to this, and the effects on both the men and women involved, may surprise you. It did me.

Incidence. Dr. Rutter found that almost 80 percent of women spoken to had been approached sexually by a man who was her doctor, therapist, pastor, lawyer, or teacher. In about half the cases, an actual sexual relationship took place, typically with disastrous results. Women so involved reported feeling outraged, confused, betrayed, or sickened by the experience. The aftereffects often last for years, and many of these women sought counseling to deal with issues of low self-esteem, anger, guilt, betrayal, and serious depression.

Wounds of the women. Women, when closed down to their own potential, put hope and trust in their male therapist, teacher, pastor, or lawyer. Many of the women, in their "forgotten sense of self" are unable to find a voice to say "no" to sex. The women typically value the relationship before sex for many reasons, often because the man in power brings alive in them hope for their own potential. Following the psychological wounding from sexual involvement, "all of the women interviewed for this book have spent years trying to recover from their

injuries." Not one of them has yet had a child. As one said, "My self-doubt and shame are so strong that I don't think I could be a parent."

Unity ministers and licensed teachers, as counselors, need to know that when women with such experiences come to them, the matter is to be taken seriously. It would only further damage the woman to convey primarily an attitude, "you were a consenting adult and need to accept your own responsibility in this." Dr. Rutter would view this attitude as extremely naive and one not based on an understanding of the dynamics involved.

Dynamics of forbidden sex. To appreciate the dynamics involved, one must look at the issues of (1) power; (2) trust; and (3) transference.

(1) Power. The woman and man involved do not have equal power, and thus the woman is not equal as a consenting adult. "The power differential begins when a person with a specific need looks for help from someone more knowledgeable, trained, or competent." Once the professional relationship begins, the power to impose one's will grows immeasurably, as revealed in Dr. Rutter's studies.

(2) Trust refers to the assumption by the person with less power that the person with greatest power will act in her best interest. The tendency to trust is reinforced by codes of ethics asserting that the interest of the patient, student, client, or congregant must be held uppermost. Even if the woman herself becomes seductive, she is acting from patterns reflecting her earlier woundedness. She does not really want sex, she wants to be healed.

(3) Transference. Many laws defining professional malpractice are based on an understanding of the powerful and largely unconscious process called transference. Typically the client "falls in love" through projection. The unconscious needs to see the male as protector, father, friend, lover, healer, etc., are projected onto the counselor. The client falls in love, not with the real-life man, but the idealized image coming from within. The trained therapist is aware of this powerful process, and is taught to take extra responsibility not to abuse the transference. Similarly, transference also takes place in physician-patient, pastor-congregant, and lawyer-client relationships.

In summary, sex enters a forbidden zone when a client seeks help from a person in power who becomes sexually attracted to the client. Basically, the effects of sexual involvement on the client is often devastating. It is naive to assume that the woman as client is a fully consenting adult because of the issues of (1) power; (2) trust; and (3) transference. As counselors, Unity ministers and licensed teachers can be helpful to such women. To be most helpful, however, ministers and teachers need to understand something of the dynamics, and honor the seriousness of the typical aftereffects.

Continued next month...

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

You've been doing your preparation for Attaining and Maintaining Your Perfect Shape and Weight. Here's a recap of what you have achieved, or are in the process of achieving: 1) You've uncovered the motive(s) for desiring this change; 2) You've accepted your present weight and shape, and it's really OK; 3) You have erased the word "lose" from your vocabulary, replacing it with one or more words of your choice; 4) You've discovered your natural daily weight gain; and 5) You're stroking and lovingly speaking words of appreciation to your body. So let's get on with it.

Attaining 1:

NO weighing for four weeks. Stay off any scales for four weeks. Make a note of any improvement or changes you have noticed, no matter how subtle. If you have noticed nothing, make a note of that.

Attaining 2:

Remind your body of your love and appreciation. Now, in your own words, say to your body, "I need your help. I would like us to be partners in a new venture--attaining our perfect shape and weight. I am learning to communicate (better) with you. Help me to be attentive to your *needs*, your *wants* and *don't wants*. Thank you for your patience while I am learning how to have quality communication with you."

Paying attention to your body's needs will get easier. We are unique individuals, therefore, your body may communicate with you in different ways than mine does with me. I've learned that when I want "yellow crookneck squash" (like a craving), or find myself thinking about it often, it is my body saying it needs more "yellow" fruit and vegetables.

Attaining 3:

Always give thanks for what is going into your system AND that what your body needs will be assimilated, the rest eliminated. Aloud or silently does not matter, what DOES matter is you give your full attention to what you are giving thanks for. Make sure both your thoughts and your feelings are in unison. What I say is, "I GIVE JOYOUS THANKS FOR WHAT I AM ABOUT TO PARTAKE (EAT AND/OR DRINK). I BLESS AND THANK MY BODY THAT WHAT IT NEEDS WILL BE EFFICIENTLY ASSIMILATED, THE REST WILL BE EASILY AND EFFECTIVELY ELIMINATED." (I give a pat or a little love stroke to my body as I speak/think this.)

There may be times, especially in the beginning, when you are already eating or have finished, when you remember that you forgot. It's OK. Say it now, using the appropriate tense.

The word "joyous" and the FEELING of JOY, is important. Joy is "life-oil" and needed, as a car needs oil for lubrication, to keep all the parts running smoothly.

Attaining 4

Periodically, throughout the day, TIGHTEN the whole body head to tips of toes, hold, then RELAX. Repeat three times (whenever possible). In the beginning do this at least once every day. At red lights, on the phone, watching TV, are excellent times to draw the stomach in TIGHT - HOLD - RELAX. Also, the shoulders, upper arms, thighs, and buttocks. Tighten, hold, relax.

Some of you may feel more of a dramatic change than others. You may have some uncomfortable feelings, like you are "giving up" part of yourself. And so you are, yet it is a part that has served its purpose. Any feelings that you may have are OK. They are "feelings" and you are not your feelings.

Keep a chart (example below). Under "BODY," the S is for stroking, T for talking to, and L for listening--being aware. The affirmation at the top is a sample. If it feels good, use it. Otherwise alter it, or write one of your own. It's important for you to OWN the affirmation across the top. We will continue with this next month.

*I like myself just as I am in every single way
I'm feeling freer and more energized every single day.*

HAPPY ATTAINING AND MAINTAINING

Start Date _____ Weight _____

Date	Body S/T/L	Gave Thanks # times	Isometrics # times	Daily	Wkly

YOUTH MINISTRY NEWS



Marianne Hill
International Children's Education Consultant

Summer's A Comin'

It's true! Even though there may still be a chill in the air, it's time to begin planning the children's program for summer. This is true especially if you are considering a week of day camp. Unity summer day camp is a wonderful outreach and way to introduce Unity to your community. A week of the children being out of the house is very enticing to many parents. By opening this program to your community, many people who might never enter your building may be drawn to look into the program for their children.

Of course, you have to look at the considerations. Where will it be held? If your church or center has plenty of outdoor space for the children, that's wonderful! However, if your outdoor areas are not in a safe location, or don't provide shade, or just aren't large enough, you might consider holding it in a public park or community center. You will need to contact your local department of parks and recreation. You will also need to check with your insurance carrier, and possibly take out extra coverage for this particular week's activities.

How will we staff this program? Usually staffing is provided by volunteers. Unity day camp for children makes a wonderful service project for your Y.O.U.ers. A person can volunteer for the whole week, or for just a particular day. Those who can't volunteer time, may be willing to provide refreshments or craft materials.

The cost of craft supplies or refreshments or rental fees may be covered by charging a small fee for enrollment. Survey the families in your center early on to be sure there will be support for this program.

The Association of Unity Churches carries the following resources to assist your Day Camp Program:

Day Camp Leader's Guidebook Item #1500, \$5.75. Provides basic information on setting up a day camp program.

Curriculum I, Follow the Son Item #1501, \$4.75

Curriculum II, God's Kids Item #1502, \$6.00

Curriculum III, Days of Creation Item #1503, \$8.75

Posters to advertise your program - 40¢ each
#1520, Follow the Son (Jesus)
#1521, Follow the Son (contemporary)
#1522, God's Kids
#1523, Days of Creation

Day Camp Graduation Certificates

#1531, Follow the Son, 20¢ each
#1532, God's Kids, 15¢ each
#1533, Days of Creation, 35¢ each

T-Shirts (children sizes: sm, med, lg.)

#1551, Follow the Son, \$5.20 each
#1553, God's Kids, \$5.00 each
#1555, Days of Creation, \$5.20 each

T-Shirts (adult sizes: sm, med, lg.)

#1552, Follow the Son, \$5.90 each
#1554, God's Kids, \$5.50 each
#1556, Days of Creation, \$5.90 each

Coffee Mugs - a nice way to thank volunteers.

#1561, Follow the Son, \$2.50 each
#1562, God's Kids, \$3.75 each
#1563, Days of Creation, \$3.00 each

Promotion Kits - provide camera-ready art for newspaper announcements, etc.

#1571, Follow the Son, \$3.25
#1572, God's Kids/Days of Creation, \$1.75

Medical Liability Release Forms, #1575, \$4.00 (25/pad)

Materials for Additional Lesson Ideas
More Teachable Moments, #2501, \$45.00 - Builds communications skills and facilitates group bonding
A Child of God, #1346, \$6.95 - Object lessons.
The Best of Agape, #1352, \$5.80 - Lesson ideas, crafts, drama, etc.

Materials for Craft Ideas

I Can Make a Rainbow, #1706, \$14.95
Puddles and Wings and Grapevine Swings, #1707, \$14.95

Ideas for Games

The New Games Book, #1361, \$7.95
More New Games, #1362, \$7.95
Celebrate!, #1741, \$9.95

Ideas for Meditation

Seeds in My Heart (cassette), #1727, \$10.00
Children's Meditation Tape, #1244, \$10.00
The Centering Book, #1712, \$7.95
The Second Centering Book, #1713, \$7.95

Songbooks and Tapes

The Children Are Singing, Vol. 2 (book and cassette), #1743, \$14.90
Wee Sing Silly Songs, #1708, \$8.95
Wings To My Heart (cassette), #1710, \$6.50
I Claim a Miracle (cassette), #1711, \$6.50
Sing a Joyful Song (book), #1321, \$3.50
Sing-Be Happy (book), #1719, \$1.75

Other Helpful Materials

ABC Feelings (coloring book), #1740, \$6.95
Sunny News! (achievement awards), #1705, \$2.95 (36/pkg)



Ray Wiggins
International Youth Education Consultant

No-Fail Teaching with Uniteens

How Learning Works

Because of their developmental characteristics, some teaching methods work better than others with Uniteens. Basically, learning takes place when you do the following:

♥ **Relate the known to the unknown.** Start where Uniteens are and lead them to understand what you want them to know. For example, let kids identify a popular song's ideas about love. Compare these with the characteristics of love in 1 Corinthians 13. As Uniteens note similarities and differences between God's love and ego love, learning begins.

♥ **Set a good example.** Kids may not always hear what you say, but they watch what you do. During one study, we studied anger. Then a few weeks later, an adult blew up at one of the kids at a Uniteen meeting. Which lesson did the Uniteen learn more from? The adult blowing his top.

Kids watch adults not only at Uniteen meetings but at sports events, the store and at church. They observe how they live their lives. They learn more from example than from what they hear.

♥ **Use repetition.** TV advertisers know that a person needs to see an advertisement three times before the person actually registers seeing it and 15 times before the person acts on it.

How do you use repetition in Uniteen teaching? You

may, for example, ask Uniteens to identify characteristics of a Truth student. Then the next week, ask them to brainstorm how they can use these characteristics in their lives.

♥ **Draw on experience.** Lead kids to learn by using familiar experiences. Since marriage isn't a pressing issue to Uniteens, they'll learn more by listing ways to get along with others than by writing a wedding vow.

Why This Learning Works

Why do Uniteens learn more by repetition and experience?

Certain developmental characteristics influence Uniteens' ability to learn, such as the following:

♥ **Sixth- through eighth-graders think concretely.** They like to organize, categorize, and deal with specifics.

Toward the end of the ninth grade, kids who're thinking more abstractly can handle symbolism. They can formulate philosophies and consider both sides of an issue.

An eighth-grade teacher placed a beautifully wrapped box next to a well-worn paper bag. As she led the junior highers to discuss prejudice, they talked about judging others by outward appearances. At the end of the discussion, she allowed one eighth-grader to choose either the box or the bag.

The girl chose the box. It was empty. The worn paper bag held a five dollar bill. Because Uniteens are concrete thinkers, the girl never related the discussion on prejudice to the box and bag on the table.

♥ **Sixth- through eighth-graders have short attention spans.** They need learning activities that change quickly rather than one hour-long activity. Moving around the room in response to statements would be more appealing than carrying out a debate.

♥ **Their bodies are rapidly developing.** Educators warn that school performance declines during the junior high years as kids focus on their changing bodies, peer relationships, and increased sexual drives. Uniteens become self-critical and self-centered as they deal with these changes.

Many boys at this age experience voice changes. Thus some stop talking and participating because they don't know what octave they'll speak at when they open their mouth.

♥ **Poor communication skills influence learning.** Mental limitations leave Uniteens tongue-tangled or confused about word usage. It's not uncommon for young people to say, "Oh, I wish you could just read my mind."

See TEACHING on page 16

Editor's Note

During its January, 1990, meetings, your Board of Trustees approved the development of a new area of our ministry. Known as Adults of Unity, this division of the Education Department of the Association will resource those Unity centers who desire to improve or establish a ministry or ministries with young adults (ages 19-29), young thinking adults (no age level), single adults, senior adults, and/or families.

Ray Wiggins will serve as consultant to Adults of Unity in addition to being our Consultant for Youth Education. He is prepared now to suggest resource books and to provide training.

This, his first article for Adults of Unity, focuses on single adults.

Ministry With The Single Adult

The numbers are staggering. It is estimated that by 1992 nearly 52 percent of all adults in the United States age eighteen and over will be single.

American society is changing in fundamental ways. Traditional family models have undergone radical transformations. The primary social unit is no longer the extended family or even the nuclear family; today it includes single-parent families and individual households.

What do these changes mean for the church? If the membership profile of the church matches the demographic patterns of society as a whole--and it does--then congregations include a rapidly growing number of single adults.

Identifying Who and Why

A few statistics illustrate the scope of the challenge. The largest segment of single adults in the United States (40 percent) is over age 65. A quarter of the singles fall between the ages of 44 and 65; 27 percent are between 25 and 44 years of age. Fewer than 9 percent are 24 or younger.

Right away these figures shatter the illusion that singles ministry is something mainly for young persons drifting between the end of schooling and the beginning of marriage and family life.

Another surprise is that more than half of the single adults in the United States have always been single. Only one-fourth are divorced or separated; the balance are widowed. Each of these groups includes persons of all ages.

The explosion in the singular shape of American society reflects a complex set of social developments in contemporary America. Among the factors that contribute to this explosion are:

1. A wide shift from extended to nuclear families and then to even smaller household units.

2. The American emphasis on the individual. Our culture allows human meaning and identity to be centered as much in the individual as in the family, clan, or tribe.
3. The post-industrial Western economy which allows people to function as self-sustaining individual units.
4. The changing role of women.
5. The rising marriage age.

What these facts illustrate is that singles ministry is an incredibly complicated undertaking. A singles ministry that addresses the needs and concerns of all these groups is impossible. Consequently, in organizing a singles ministry program, careful thought needs to be given to the specific group that is being served.

Myths, Hurts, and Hints

There are probably as many misconceptions about being single as there are about marriage. The following myths and responses came from a weekend singles retreat in Alexandria, Minnesota:

- 1 **Single persons are less than whole.**
Single persons are whole persons, accepting who they are and who God affirms them to be and deriving self-worth from this affirmation.
- 2 **All Single persons want to be married.**
Singles are created for community, but that community may not be in the form of marriage. Marriage and the nuclear family is only one option.
- 3 **Singles are always lonely and unhappy.**
Singles can use solitude to discover the gift of God's grace within, moving them into new growth and wholeness.
- 4 **Singles are "interested" in the spouse of a friend.**
Opposite-sex friendships can be wholesome and affirming without being a marriage threat.
- 5 **Singles are often selfish.**
There is a difference between selfishness and self-love. God calls us not only to love others but to love ourselves as well.
- 6 **Singles are often transient, irresponsible, and bad risk.**
Though many singles have greater mobility and openness to change, this should not imply that they are irresponsible.
- 7 **Singles are uncomfortable with their own sexuality.**
Sexuality is more than genitality. It is a gift of God which implants within us a desire for intimacy and relationship with our persons--both male and female.

Next month we will discuss "Focusing on Issues" and "Organizing a Singles Ministry."

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

TEACHING

Cont'd from page 14

That's why doing a mock debate is difficult with this age group.

Give Uniteens time to communicate. For example, don't ask junior highers to write their worries on a graffiti sheet. Many will be too self-conscious to do so. Instead pass out index cards. Say: "I want you to write two or three worries on the index card. Think about it first for a few minutes."

Tell them you'll collect the cards and hang them up on a graffiti sheet. This isn't so scary since they will have the time to think, write, and communicate what they want to say.

Learning Methods

So what teaching methods can you use that promote learning and also take Uniteens' development seriously? Try to:

♥ **Present discussions that build toward a point.** Ask questions that challenge Uniteens to stretch mentally. But try not to leave them confused or frustrated. For example, don't ask the question, "How can you get along better with your parents?" Break down the question in a series of activities.

Start by naming frustrations Uniteens have with their parents. Then name what they like about their parents. After that, create 10 guidelines on how to live with parents.

♥ **Use learning games.** These games stimulate involvement and promote activity. Build off current TV game shows or prepare your own version of popular board games. Adapt the TV game shows *Win, Lose or Draw*; *Jeopardy*; *Wheel of Fortune*; and *Let's Make a Deal*.

♥ **Play word games.** Word games, such as Pictionary, crossword puzzles, or rebuses, improve vocabulary and encourage involvement. Use team work to keep these from being just pencil and paper activities.

♥ **Examine brief stories that relate to kids' lives.** If you want to talk about cheating, present the following story: Laurie didn't study for her math exam. But she needs a good grade. During the test, she can see Steven's paper. Should she cheat?

♥ **Use creative drama.** Through the anonymity of masks or puppets, use drama. Or videotape a skit ahead of time and play it back during your study. Some Uniteen groups do clown ministries. They're not as threatening as drama since Uniteens feel safer behind a painted face.

♥ **Explain the purpose.** As you ask Uniteens to watch a film, listen to a record, or read scripture, tell them why. If you're going to listen to a popular song about love, ask the Uniteens to identify the singer's attitude about love. Giving them a reason for working on a task results in cooperation and better preparation in knowing what to expect.

♥ **Have fun.** Above all, expect Uniteens to have fun as they learn. Let them be noisy. Accept their comments without judgments. Delight in their unique insights. Have fun learning with Uniteens.

(Excerpts from an article by Ann Cannon, a freelance writer in Georgia.)

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



Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

HERITAGE ROOM

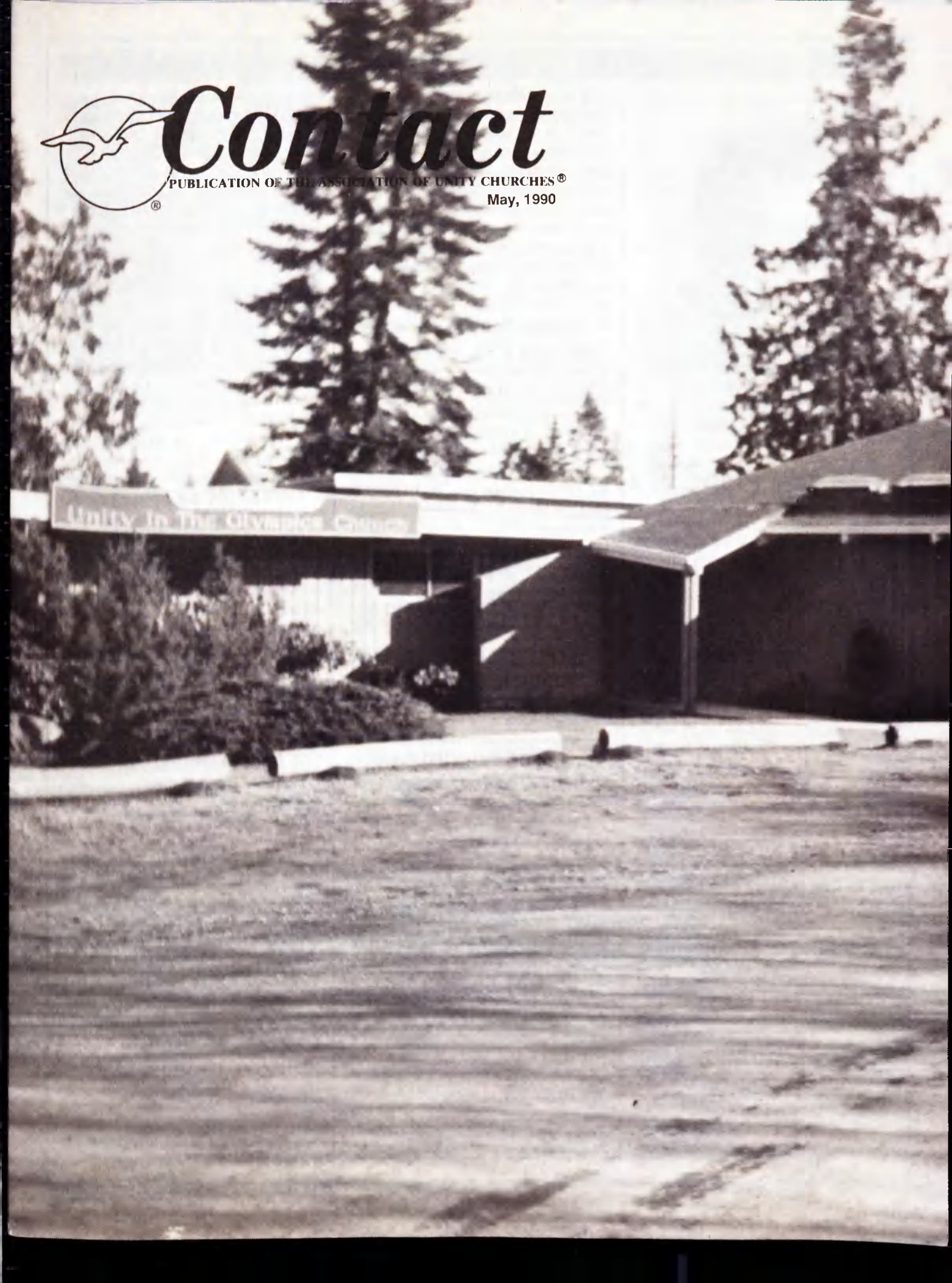
00000



Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

May, 1990



THE PRESIDENT'S LETTER



V. Stanford Hampson
Unity - Palo Alto
Palo Alto, California

A Ride In The Country

You enjoy your work. You work hard and long hours. You are successful in what you do, as you should be, because you have made the commitment to create God's success in all that you do. That's what ministry is!

I feel this way about ministry. I love being a minister. I study and read and write articles, prepare sermons, and talk to people--I am doing what I most enjoy doing and I get paid for it. It seems incredible! Yet I have to ask myself a question. Is my success because of how *hard* I work or how *smart* I work?

Sometimes in my behind-the-scenes preparation, a sense of struggle emerges, and sometimes a martyr complex due to the long hours. For me, I sense a compulsion because of lots of inner needs that move me to work so long and so hard. You too?

Is it possible that you and I could be even more successful at what we do by relaxing more and enjoying the process? The creative presence is not only competitive urgency. God can certainly work through pressure, and God can also work without pressure. Let's invite the spirit of God into all that we do, so that we are not only teaching the truth but living without pressure.

I read where a beginning driver for a large trucking company made several

long trips with an experienced driver. Although the man was twice the age of the new driver, he seemed to thrive on the long hours. After one of their trips together, the novice mentioned to the older man that he looked like he'd spent a day sitting on his front porch. The long-time truck driver responded, "It's all in your attitude, son. Whereas you 'went to work' this morning, I 'went for a ride in the country.'"

Decide right now that you will enjoy what you do.

Joy in work. I believe you and I can do all we need to do and feel as though we have been for a ride in the country. After doing two or three services on a Sunday morning, sometimes I'm tired, and there is a rightful place for that. Yet I sense that I am less tired when I've allowed God to work through me than when I've entered into a sense of struggle. We need to pace our expression of activities with renewal and refreshment. Yet we can also work with the speed and spring of Spirit. Perhaps it's just a matter of deciding to enjoy what we do.

Cartoonist, Paul Conrad, says, "I don't consider I've ever worked in my life. All the time I'm always watching people and having fun."

...bring the artistic temperament to your labors.

All things begin with a decision. Decide right now that you will enjoy what you do or you won't do it. As you enjoy what you do, then you will undoubtedly succeed. Even the things you think you don't like, you can change your attitude and enjoy them. Some things can be delegated to other people. The things that you don't like are often things that other people love to do. And sometimes the dislike is really resistance to doing something that really needs to be done by you. It all begins with a decision to do what you do, and do it well, with joy.

Another way to bring joy into what you do is to make your work an art. It's simply a shift of mind to determine that what you're doing is artistic. Those who

know me know that Beethoven is my hero. He once said, "Life is short, art is eternal." Whatever you do can have the immortality of art as you bring the artistic temperament to your labors.

...work for Him in His way.

We often think of art as something classic, like a pyramid, Mozart's 40th Symphony, or the works of Michelangelo. Yet this quality of symmetry, beauty, and wonder can happen in a prayer, in a song, in a letter, a dinner, a smile, in the labors of the moment, and in the bigger picture of your career. Art is beyond necessity, the qualities of joy that exceed what is required. Much of this is love--to love what you do and to bring love into your work is to indeed imbue it with the eternal qualities of art. Whether you are washing dishes or living by faith, you can be an artist. A household task, paying the bills, or humming a tune can have the quality of art. Decide right now to let your work be like a ride in the country, and bring the lasting quality of art into all that you do so that it has love combined with your joy.

There is a legend that Jesus made the best ox yokes in all of Galilee, and that from all over the country people came to Him at the carpenter shop to buy the best yokes that could be made. In those days, as now, shops had their signs above the door; and it has been suggested that the

See GIFT on page 16

Volume 23, Issue 4

May, 1990

CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Unity in the Olympics
Port Angeles, Washington
Senior Minister: Sandra Weisner
Deadline: 1st of every month, two months prior to issue date.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part VI

Last month we considered rationale supporting use of instructional games in the adult religious education classroom.

Statement of Positive and Null Hypotheses

The hypothesis of this study is that games and experiential education activities devised for use in secular situations are more effective in facilitating within individuals a perceived sense of self-actualization than those games and experiential education activities produced by churches and religious publishers. If this hypothesis is confirmed, it would suggest that ministers and adult religious educators would profit by augmenting their current store of games and experiential education activities by using similar teaching-learning devices planned for use by sociologists, psychologists, and others in the study of human behavior under various conditions.

The null hypothesis (H_0) is that there will be no significant difference at the $p < .05$ level in self-actualization between groups using secular games and experi-

ential education activities and those groups using religious games and experiential education activities.

The .05 alpha level was chosen as an appropriate rejection level since in the study under consideration, the consequences of a Type I error did not appear to be so critical as to require a .01 alpha level. The H_0 was statistically tested using a two-tailed test of significance.

Prior to a quantitative comparison of the post-tests of experimental Group A and control Group B, it was necessary to analyze the data pertinent to pre-test and post-test differences for each Group. This analysis was performed by comparing the pre-tests and post-tests of the fourteen subscale scores of the Personal Orientation Inventory and the scores of the Likert Method of Summated Ratings Questionnaire, for each group, A and B.

Procedures Employed

This study used Experimental Research as its methodology in an effort to quantitatively compare games and exedacs devised for use in educational institutions, business corporations, and other secular situations, with games and exedacs produced by churches and religious publishers.

Criteria for Selection of Games

In direct opposition to the proliferation of gaming materials available in other fields of education noted in Chapter II of this dissertation, and although occasional books with adult religious education games exist, there appears to be no comprehensive resource book(s) describing or evaluating religious education games yet published. To name just a few in other fields, educators David Zuckerman and Robert Horn listed instructional games and simulations for social studies, geography, business, vocational training, mathematics, urban affairs, and economics in How To Evaluate Your Christian Education Program, Westminster Press.

Because of the lack of a specific reference cited above, this writer developed a set of learning theory criteria which follow, as a background for selecting the eight games used in this study.

After many years of experience as a educator and a therapist, psychologist/

educator Carl Rogers synthesized his own and others' innovative techniques into a theoretical base for effective learning. The following are Rogers' verbatim synopses of those ten basic theories:

- (1) Human beings have a natural potentiality for learning;
- (2) Significant learning takes place when the subject matter is perceived by the student as having relevance for his own purposes;
- (3) Learning which involves a change in self-organization--in the perception of oneself--is threatening and tends to be resisted;
- (4) Those learnings which are threatening to the self are more easily perceived and assimilated when external threats are at a minimum;
- (5) When threat to the self is low, experience can be perceived in differentiated fashion and learning can proceed;
- (6) Much significant learning is acquired through doing;
- (7) Learning is facilitated when the student participates responsibly in the learning process;
- (8) Self-initiated learning which involves the whole person of the learner--feelings as well as intellect--is the most lasting and pervasive;
- (9) Independence, creativity, and self-reliance are all facilitated when self-criticism and self-evaluation are basic and evaluation by others is of secondary importance;
- (10) The most socially useful learning in the modern world is the learning of the process of learning, a continuing openness to experience and incorporation into oneself of the process of change. (Freedom To Learn, Charles Merrill Publishing.)

Of the ten criteria above, six were identified as standards and the four secular games investigated in this study. A restatement of the six criteria and definitive annotations follow.

First, it was considered that number two above, "Significant learning takes place when the subject matter is perceived by the student as having relevance for his own purposes," was an important standard for judging and selecting the eight games investigated. Rogers uses the analogy of the difference of learning likely to occur between two college students taking a course in statistics. If one student is conducting a research project and needs the information the statistics course provides in **See SYTTLES on page 11**



Barbara O'Hearne
Church Development and
Management Consultant

Building Effective Board Teams

How to achieve an effective group or team spirit is one of the many interesting topics in *Governing Boards*. The author, Cyril O. Loule, believes "out of the interaction of personalities, the process of group bonding produce an intangible and indefinable sense of the uniqueness of a particular board."

Experienced board members readily acknowledge that each board they serve on is different and unique. Effective teams must be carefully developed and nurtured. For many team building begins during the annual board retreat. During this one or two day retreat the minister(s) and board members spend time together, away from the church, in "building the team" through prayer, work, and play. This investment of time and money provides many dividends throughout the year.

Increasing interest in team building as part of board development has generated a series of questions from the field ministries. This article will respond to many of these questions.

What are the characteristics that create an effective team spirit? Belief in the mission, vision, and programs of the organization; the on-going accomplishment of goals; a sense of worth and importance of the board itself and in the eyes of the community or congregation; and

good interactions and personal relationships among the board members. While this may appear logical and fairly simple, it is a rare board that has all four of these characteristics.

How does one create or maintain a team spirit on a board? Good skills and training in group process is one way. Experience and reflection as a board member, as well as reading, are other ways.

An exercise called Strength Bombardment is a powerful activity that can be used during the beginning stages of bonding a board. Each participant has the opportunity to share personal successes during various stages of their lives with the group. As the other team members listen, they write positive words or phrases about the speaker. When the speaker is finished he or she is "bombed" by the group members with these words or phrases.

What are some of the qualities of boards that have a commitment to excellence and have developed as great teams? The results of surveys indicate the major themes appear to be acceptance of individuals; commitment; communication; and a willingness to work through challenges.

Some of the overlapping characteristics of a board with a great team spirit include:

- ✓ Acceptance of the individuality of each board member by each board member. The board members spend time getting to know one another.
- ✓ The board knows and understands that the mission, vision, and programs provided by the organization are important. They appreciate the history and tradition of the organization in the community. In addition, the board recognizes the need and provides for innovation.
- ✓ Each board member knows what is expected of him/her.
- ✓ Communication between board members is easy, frequent, and open.

- ✓ The larger purpose of the organization is in the forefront, especially in times when there are communication challenges.
- ✓ Courtesy and responsibility are part of the code of behavior of the group.
- ✓ Internal analysis of challenges facing the board are examined and remedied as quickly as possible.
- ✓ There are board members who genuinely care about good feelings on the board and work to achieve this.
- ✓ Contributions by each person or group are recognized and are important to the decision-making process.
- ✓ The attitude of the board is positive and forward looking. There is enthusiasm and a confident expectation for growth of the organization.

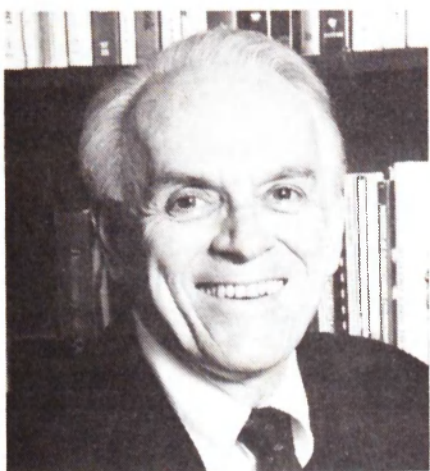
Take time to respond to this brief survey. Does this describe your board? If the team spirit is not being developed within your ministry or organization, what are you willing to do about it and when?

Who is responsible for fostering this effective team spirit? The minister, the board president and all board members need to contribute to the effort. A few simple strategies utilized by some ministers and boards are, sitting at a round table and involving everyone in the meeting. Also humor is important. These are a few ways to make board meetings more relaxed.

Communicating with one another is a challenge faced by all boards. By standardizing the reporting forms and clarifying jargon particular to the organization will help facilitate communication. Many a new board member has sighed with relief when another person has asked for clarification of a report.

In the book, *Megatrends 2000*, there

See TEAMS on page 10



Dick Connor
Church Growth & Development
Director

Consciousness Is The M.O.M.

A recurring statement among Unity ministers is, "Consciousness is the mother of this ministry." This is easy to say yet it is often difficult to talk about in every day terms.

I believe it's essential that all members of a ministry's leadership team be willing and able to align with this notion. The need to be open to learning and applying it consistently regardless of their current level of understanding, knowing, and belief.

I'm going to share an approach we use in our weekend growth and development workshops with ministries that are not getting the desired results from their projects and tasks.

We begin by reviewing the principle that all form or lack of form is the effect of the thought and feeling about the desired result. Emmet Fox and Ernest Holmes refer to this as the mental equivalent notion. As simple as this notion is, it's often the first one overlooked when one is facing a challenge.

Too many leadership team members forget this principle. Instinctively, their focus first becomes one of trying to fix an undesirable situation which has come to pass. They invest their energy and emotions in trying to fix the effects. This effort is often frustrating and futile be-

cause it sets off a train of secondary causes that continue to reproduce iterations of the unwanted effects.

This is heard in comments such as, "No matter what we do our money supply is limited," or "Good volunteers are too hard to come by. There are too few doing too much to take on even more activities to move to the next step."

Judge Troward's statement is useful here. He states, "now the only way of escape is by rising out of the region of secondary causation into that of primary causation within ourselves, the region of pure ideas."

Charles Fillmore's Trinity of Being Model

At this point Charles Fillmore's Trinity of Being notion of spirit, soul, and body is reviewed. His model is simple and profound. We ponder his statement, "The body of the soul expression. . . the current body is a 'faithful reflector of the present level of the soul consciousness.'"

With newer Unity students, you may have to review the aspects of the soul as discussed by Mr. Fillmore on page 182 in The Revealing Word. We also note that Mr. Fillmore defines consciousness as: "The sum total of all ideas accumulated in and affecting man's present being."

After agreement that this is indeed a

sound and truth-filled proposition, we add just a bit to the statement so it reads:

The current body and affairs of this ministry are a faithful reflector of the present level of the soul consciousness of the leadership team and key congregants.

For some this is an uncomfortable realization. Some board members, chosen for their external problem-solving and high-energy capabilities, need gentle and loving attention. Others recall this immediately; an "aha" goes off and they are ready to begin the inner work that will ensure a lasting result.

Now there is alignment. We are poised to let Spirit work in and through us. We are serving from mission and articulating and manifesting what Spirit has in mind for the ministry.

I've included a worksheet used quite successfully in workshops with ministries that are not manifesting their church growth and development goals. I ask that the participants complete the worksheet and send it to me for compilation prior to the workshop. The summary comments for each section are reviewed in turn. It is a wonderful discussion starter and is very useful in encouraging people to tell what's so for them.

What's So For Me Is . . .

- ❶ When I think about wanting this ministry to grow, by growth I mean. . .
- ❷ Truthfully, I want/do not want growth in the numbers of people attending because. . .
- ❸ The church growth topic I most like to discuss is. . . because. . .
- ❹ The church growth topic I least like to discuss is. . . because. . .
- ❺ The first thought that comes to my mind regarding the need to raise money for ministry growth is. . .
- ❻ The term "commitment" means/implies to me. . .
- ❼ From my perspective the current Leadership Team has a low/medium/high level of commitment to the effective operation and growth of this ministry. I base this on. . .



Shay St. John
Development Officer

Let's Begin With Principle

Jesus spoke often on the importance of giving, reminding us that as we give, so do we receive. "God loves a cheerful giver" was His gentle way of reminding us to have a joyous, loving attitude as we share our good with others. The principle of giving is a vital law of spiritual growth. It is a law well exercised by our Unity ministries as they give Truth teachings fully to those who are receptive. Joyously our ministries give of their time, talents, and spiritual support. Yet all too often the perception is otherwise. "The church is always asking for money," is heard from those who do not recognize the myriad gifts received continuously from their ministries.

Across my desk came the following article (at right) from The Epistle of St. Paul's, St. Paul's Church, Kansas City, Missouri. It addresses this issue, and I have revised it to reflect Unity principles.

I invite you to recognize the principles of GIVING from which our churches operate. Freely, joyously, cheerfully our Unity ministries and our Association of Unity Churches serve YOU. The support you share is deeply appreciated. It is vital to the continued expansion of ministry within your community and within our world.

The next time you hear someone say, "The church is always asking for money," have the courage to respond with another view!

Let's begin with principle--the principle of giving. And from this giving forth of love, let us be rewarded and strengthened in our willingness to receive.

The Church Is Always Asking For Money

Sometimes you hear people say, "The church is always asking for money." This statement is untrue.

It is the world which is always asking for money, not the church. When did you last go to the grocery store and the checker failed to ask for money? Your mortgage company or landlord asks for money with unfailing regularity. If you are like most people, each month brings a new collection of bills. Are any of them from the church? Who withholds a percentage of every dollar you earn? Your Uncle does that. Your Father does not.

There is no free lunch--except at the church. You can attend worship every week--there is no admission charge. If you are sick, one of the ministers will visit you in the hospital. Where else can you get counseling on a love offering basis when you need it? Where will your children be married? Several hundred people receive a newsletter regularly. None receives a subscription notice "asking for money" as with other publications.

What do you do when your loved one dies? What will it cost? The funeral home will certainly charge for its services. Your church will not. The church building will always be there when you need it--clean, heated, and with kitchen and nursery provided. You make full use of it and are not required to pay to do so. No one will even know whether you contribute regularly or not.

You have to pay taxes to provide your children "free" public education, but your church operates a Youth Education Program which will give positive, loving Christian education with absolutely no cost or obligation. The church requires no membership fee, no annual dues. It never sends its members a bill. Is there any other organization in the world that functions this way? I don't know of any. You see, the truth is the church "asks for money" LESS than anything else you think of.

Consider this paradox. Compared to the government and the bill collectors, the church almost NEVER asks for money. Yet of all the things your money could be used for, very few are more important than what the church provides.

The church is here to share the love of Jesus Christ. Our money goes to let the positive, practical teachings of our Way Shower be made real in our lives and in the world. We will continue to provide ministry radiant with the Christ Light to everyone, whether they can afford to contribute or not. Isn't this something you would like to be part of and support in all ways?



Susan EngPoole
Expansion Coordinator

"Are You A Shepherd or A Rancher?"

Over the past four years, 90 percent of all Unity churches have had some kind of attendance plateau.¹ Lyle E. Schaller, editor of Abingdon's Creative Leadership Series wrote that there are predictable numerical plateaus in Sunday worship attendance. These are:

35	fellowship group
75	small church
140	middle-sized church
200	awkward-sized church
350	large church
600	huge church
700 +	mini denomination ²

On an average Sunday, 40 percent of Unity churches have 100-250 active adults in attendance. Many of these churches are satisfied with their present numbers. They are already the right size because most members know or almost know everyone else. People are personally cared for. To grow would mean that they would have to lose their most valuable attraction, the church's intimacy.

If you are struggling to raise your church's attendance level, the awkward-sized church plateau is the most difficult plateau to cross. Church members may unconsciously desire to preserve social intimacy. They feel they have reached their limit and cannot take in new mem-

bers without losing touch with the old members. While the congregants and minister are equally important in being motivated to change this consciousness, the minister must always be first in leading the motivation.

The difference in behaviors of shepherds and ranchers as outlined by Carl F. George of Charles Fuller Institute has to do with defining the difference between professional and organizational perspectives in ministers. The professional perspective focuses on the preparation of well-researched, well-studied, homiletically proper, cogently-illustrated Sunday messages and classes, on counseling, weddings, hospital calls, funerals and anything that has to do with administering the rites of the church. An organizationally concerned minister focuses on things like the per dollar per attender offering last quarter, the Sunday attendance and how this compares to the seasonally adjusted average over the last two or three years. What is the attendance as the percentage of capacity against the church facilities, organizational charts, and whether the annual calendar is properly disseminated.

The five behaviors of **Shepherds** have a professional emphasis.

Personally do all the caring.

- Ask themselves: "How shall I meet this need?"
- Seem to see themselves as the primary providers of pastoral care.
- Do not seem to know they cannot possibly provide all needed care.
- Only dimly aware of support roles of others.
- Are sure that no one else can do it as well. (They're probably right).

Attempt to meet all expectations.

- Try to please by covering every base, whether skilled or not.
- Feel bound to attend every committee, board, instructional meeting.
- Seem to desire to fulfill expectations: "What do my people, boards expect of me?"
- Think in terms of "How can I be more available to them?"

- Allow expectations that "I will be available for whatever is necessary."
- Seem to be thinking: "How do I keep them from getting along without me?"
- Often seem to be saying: "Watch me do ministry."
- Hungry for strokes: "How do they like my Sunday message?"

Accept assignments and work to limit of time and energy. (Won't look for more to do than they can do themselves.)

Keep work close to themselves.

- Delegate by specifying how to's, not outcomes.
- Fulfill a doer's role, not a manager's role.
- Sees the church in terms of individuals so that whenever something has to be done, they do not visualize things with the perspective of the task and the work force. They see things in terms of the relationships they have with the individual members.

Maintain perspective dominated by present relationships; little sense of trends.

- Lacking in knowledge of attendance/growth history tracking, geography of the community and membership and unaware of age factors and profiles of the community, congregation and board.

The five behaviors of **Ranchers** have an organizational emphasis.

Concerned for high quality pastoral care and sees that pastoral care occurs (doesn't blind him/herself to needs of others while taking care of one). Recognizes the importance of mutual self-care among the congregation.

Set expectations.

- Make disciples of board members and other leaders.

See LEADERSHIP on page 11



Martha Loehr
Executive Assistant/Office Manager

Professionalizing A Ministry Volunteer Program

An ongoing management responsibility is organizational development. This is a process of building an organization to be the best it can be. There are many tools available, among them strategic planning, statistical analysis, demographics, and personnel techniques. Although ministries do not exist primarily to do business, they must address the business affairs of the ministry. In so doing, an ongoing concern is the utilization of resources to best do the work of the ministry while being good stewards of funds. One of the ways to maximize resources in a ministry is through the use of volunteers. Because of the potential value that volunteers can give to ministries, this will be the first in a series of articles addressing the theme of professionalizing a ministry volunteer program. By presenting these ideas, it is hoped they may contribute significantly to the overall effective use of both volunteer and staff hours.

Volunteerism has a long tradition in American society. In The Board Member's Book, Brian O'Connell states, "The United States is the only country in the world where giving and volunteering are pervasive characteristics of the total society" (p. 5). Further, one of the longest-standing traditions is volunteering for

In general, volunteers are more professional, better educated, and represent a wider variety of skills than ever before. To attract and retain these individuals, programs must be designed to utilize their skills, contribute to their feelings of self-worth, and foster their commitment to the Unity ministry.

churches or religious causes. According to O'Connell, the number one cause for which people volunteer is religion, which receives 19% of total volunteering (p. 11).

Although volunteering is a societal and religious norm, the face of volunteerism has changed dramatically in recent years. No longer do volunteers fit the stereotype of people with too much time on their hands. According to a report by the Independent Sector, a not-for-profit coalition of corporations, foundations, and voluntary organizations, in 1985, 48% of adults and 52% of teenagers volunteered (Daring Goals for a Caring Society, p. 7). According to O'Connell, 31% of volunteers give at least two hours per week, and one out of ten gives at least 7 hours weekly. Further, every economic group is involved, and more young people, men, and elderly are volunteering (p. 9). This indicates volunteers come from a cross section of society. It is therefore incumbent on users of volunteers to evaluate their attitudes and methods. Further, to tap the diversity of volunteer resources, it is essential that users of volunteers offer opportunities to serve during flexible hours. The traditional 9 to 5 approach is nearly obsolete in today's world of working adults.

In general, volunteers are more professional, better educated, and represent a wider variety of skills than ever before. To attract and retain these individuals, programs must be designed to utilize their skills, contribute to their feelings of self-worth, and foster their commitment to the Unity ministry.

When designing a volunteer program, it is important to consider that there are two distinct categories of volunteers. One group consists of professionals who want to give a limited amount of time, work a schedule that fits a professional life style,

and utilize their skills to the maximum. Another segment is more people-oriented, desiring to give direct service to others. The logical utilization of professionals is as part of boards, advisory groups, planning, and task forces. The second group is likely to be more flexible in the types of duties they are willing to do, and more interested in contact with people. They may agree to help with social functions, greet people, provide transportation, or in whatever way they can directly give help and support to other people. Because of differences in types of volunteers, an effective volunteer program design should include opportunities for both types of contributors for maximum use of resources, and to expand the pool of knowledge, skills, and abilities available to the ministry.

For both types of volunteers, it is important that they perceive volunteering as a commitment of time and energy to the ministry. They also want to know the ministry is committed to them, viewing them as a valuable part of the ministry team. Thus, time spent in planning and organizing is essential to the appearance of commitment. Volunteers want to know that the ministry is well managed and worth their investment. Planning and organizing should include a commitment to the program by the minister and the board. Also, a program is best implemented by a professional volunteer coordinator. The coordinator represents a commitment and investment by management in the volunteers themselves and the success of the program. Further, with program coordination as the coordinator's primary duty, many tasks can be accomplished by volunteers that would require paid staff. The coordinator can then focus all his/her attention on

See VOLUNTEER on page 16



Carolyn Craft
Radio/Media Coordinator

Radio/Media Department Update

► Item 1:

The Video Chapter of our Communications Manual is now ready and is being mailed to everyone who has a manual. This chapter covers information necessary for preparing for production of an in-house video for your church or center. (Contents outline of Communication Manual is on page 10.)

► Item 2:

There have been questions asked recently regarding utilization of the radio scripts that our department has available. It is permissible and quite encouraged for more than one ministry in a given city to use the same tape or script with appropriate church identification. The more ministries using the same scripts and exclusive Unity theme music, the better the frequency and market penetration that will be realized from your schedule. The more exposure a potential congregant receives from a message, the more familiar they will become with Unity. So please share your tapes and scripts with one another and with our department. In requesting the messages we have currently available either in finished tape or script form, consider the following:

- You may write your own script and use our exclusive 60-second theme music for your musical bed.
- Voice the scripts as they are written without any musical identity or sound effect.
- Have a well-known professional announcer in your community voice your scripts.
- Have a recognizable personality voice your scripts.
- Rewrite scripts so to have 10-20 seconds for congregants to voice their personal testimonial within the body of the script.
- Have professional original music scored exclusively for your church and apply the scripts that we make available to you.

► Item 3:

We have a BRAND NEW RADIO CAMPAIGN ready for air! Talk to your media committee, your advertising experts, your board and your congregation prior to attending the Convention so you can add this campaign to your radio program. It will be presented during the first day of our Dallas Convention.

► Item 4:

Tips on measuring effectiveness of your radio:

- Keep a log handy for anyone who answers the phone at your church. Instruct them to ask and record if the caller has heard your radio message, what time of day and what station.
- Measure the number of calls per week and compare before and while your radio campaign is airing. If you have a set end date for your schedule, continue measuring for 3 to 6 months afterward.
- Ask specifically in your visitors' packet about each media "listened to" and where they heard about your church.

It is helpful to *identify* the media you are using so your newcomer can readily respond.

- Measure attendance before, during, and after your campaign begins and ends.

- Keep a daily journal on noticeable increases in enthusiasm, punctuality, interest, and participation on behalf of your congregants for various church related functions.

- Measure workshop and weekly meditation attendance.

- Have congregants periodically fill out a brief questionnaire on how they have experienced their Unity message "on air." (i.e., their neighbors hear the broadcast message, their dentist makes a reference, or their acquaintances or family members are more "open" to the idea of Unity.)

- Measure tithe increases and, of course, specific tithes to Radio or Media Ministry.

- Measure what message are most referred to, most remembered, and what days they corresponded with.

- Note changes in response and all of the above whenever your schedule dates, times, or type of radio program is altered in any way. Be sure to note changes if the station makes format or program changes during the middle of your campaign.

Inform your congregation and invite their participation in your outreach efforts. They can provide a real pulse as to how the community is responding to your program.

Congratulations to our department for bringing Christine Maniccia from North Carolina to assist in serving your Radio/Media needs. Chris brings to the Radio/Media department expertise in many facets of marketing, a love for Unity, and an enthusiastic desire to share Unity's message via the airwaves. Welcome Chris!

I look forward to seeing you at the Dallas Convention. Let us know where we can be of assistance. Stay tuned!

Table of Contents

For Information Covered in Our Voice of Unity Communications Manual

- I. Communications**
The importance of a communications outreach to your ministry and to your vision.
What you can expect from an outreach program.
- II. Image**
How to define your church's image and positioning.
Ideas for bridging your vision with the needs in your community.
- III. To Begin**
"Where Do I Begin?" ...forming your committee and developing a plan of action.
- IV. Plan/Budget**
How to budget for and plan your advertising investment whether a veteran or pioneering ministry.
- V. How To**
Discover ideas on research and learn how to develop and implement the first stages of your broadcast outreach program.
- VI. Agencies and Talent**
Whether or not to use an advertising agent, how to select an advertising agent, worksheets for analyzing and choosing appropriate talent.
- VII. Radio**
Why radio, how to select appropriate stations, questions to ask station representatives, worksheets on analyzing various formats and how to attain free publicity.
- VIII. Television/Cable Buying**
Why television or cable, how to use more efficiently, forms used by stations and ideas to keep in mind for quality creative messages.
- IX. Scripting**
Advice and tips to consider when writing messages for broadcast and print media.
Sample scripts and forms included as guidelines.
- X. Fund Raising**
Ideas for fund raising and examples of successful fund raising programs, how to follow through, measure, and get the most from your outreach investment.
- XI. Print**
How to use more efficiently, plus successful ideas and artwork for implementing today.
- XII. Video**
Video techniques, the "how to's" for in-house video tape production, scripting forms and sample scripts for generating ideas for your ministry.
- XIII. Campaigns**
Scripts currently from the Association of Unity Churches and samples from other ministries.

Additional Sections:

- * Contact Articles
- * Radiogram
- * Advertising Glossary
- * Broadcast Glossary
- * Bibliography

TEAMS

Cont'd from page 4

are many interesting facets of corporate life discussed. Some of these fit the nonprofit sector and I believe contribute to building a team spirit on nonprofit boards. The authors, Naisbitt and Aburdene, state that commitment to the vision of the organization and the ability of individuals to actualize the goals of the organization are important. Knowing that my personal involvement will benefit the church or organization and provide opportunities for personal growth is a powerful motivating factor for many board members to become part of the "team."

According to Naisbitt, "male or female, the effective leader wins commitment by setting an example of excellence; being ethical, open, empowering, and inspiring." Leaders as facilitators can guide a group, ask the right questions, get feedback, give lots of encouragement and get people moving forward. They keep people excited and involved. These behaviors would seem to be appropriate in the nonprofit world and would go a long way in developing and maintaining the team spirit.

All board members have the opportunity to model the behavior they would like from other board members. This ranges from acceptance, interest, commitment, the willingness to speak freely and openly to issues and a commitment to excellence within the organization. It is up to YOU!

NOTE: If you have not read Megatrends 2000, I encourage you to do so. Of interest are comments about Unity on pages 283 and 284.

H.A.P.P.Y.
Mother's Day

STYLES

Cont'd from page 3

order to finish his research and further his career and the second student is taking the course because it is required to remain in the university, there is little question as to the differences in learning which evenuate. To further illustrate, adult religious educators need to see that instructional game objectives, especially those based upon Scripture, have identifiable relevance to the student's modern-day experiences.

The second criteria deemed important as a judging and selecting standard for instructional games used in this study was number four, "Those learnings which are threatening to the self are more easily perceived and assimilated when external threats are at a minimum;" the third criteria, number five, is an extension of the second: "When threat to the self is low, experience can be perceived in differentiated fashion and learning can proceed." A supportive, understanding environment and an encouragement of self-evaluation tends to remove external threats of ridicule because deficiencies are exposed, and permits the student to progress in his learning because he is not paralyzed by nervous apprehension.

The fourth criteria for consideration is number six above: "Much significant learning is acquired through doing." Placing a student in direct experiential encounter with practical problems is an effective means of teaching because the student is trying to cope with the challenges of his daily experience.

The fifth criteria is number seven above: "Learning is facilitated when the

student participates responsibly in the learning process." Evidence from industry and the field of education indicates that learning is maximized when the student discovers his own learning resources, constructs his own problems, exercises discretion in his own course of action, and then lives with the consequences of these choices.

The sixth and final criteria for this study's purpose is number eight among Rogers' criteria; "Self-initiated learning which involves the whole person of the learner--feelings as well as intellect--is the most lasting and pervasive." It is felt that a "gut level" type of learning is more profound and pervasive than is learning "only from the neck up." About this type of learning Rogers notes:

An important element in these situations is that the learner knows it is his own learning and thus can hold to it or relinquish it in the face of a more profound learning without having to turn to some authority for corroboration of his judgment.

In view of the many games books and newsletters being published by commercial houses, with thousands of games therein, this writer necessarily restricted the number of games for consideration. It seemed worthwhile to extrapolate a selection of games from the milieu of games, which embody the theoretical principles of learning noted in those items drawn from Rogers' ten criteria above.

(This series is scheduled to resume after the Annual June-July Conference issue, in August, 1990.)

LEADERSHIP

Cont'd from page 7

- b. Set expectation that the members will give and receive care/love to/from one another.

Perceive the church as groups and teams.

- a. See the church in terms of group life.
- b. Use administratively gifted people to assist in organizing church programs.

Delegate, supervise others. Asks: "How can I enable them to function well without me?"

Develop managerial skills.

- a. Reserve solitude for planning to plan and for prayer.
- b. Make planning a formal, written activity.

In research correlations, Carl George shared that those who focus on the professional aspects of ministry are most satisfied in their career. However, those who focus on the organizational aspects of ministry show more numerical growth. Those ministers who have equally high organizational interests and professional interests showed the most growth in church attendance.

¹ Annual church reports to the Association.

² The Multiple Staff and the Larger Church. Abingdon, 1980, p. 28.

Please join us in your regular prayer time:

**"Through faith in God and unity in
Unity, we lovingly build our new
home for our Association of Unity
Churches."**

PARTNERS IN MINISTRY *a network of spouses of ministers*



Al Sears

I just finished stuffing envelopes filled with survey number two and by the time you read this you should have received, filled out, and, I hope, returned yours. I am anticipating being able to share the results at the Association Convention in June.

Before I proceed any further with this article I want to express my heartfelt thanks to Karin Mosley for all the effort and love she put into creating Partners in Ministry. I know all of you join with me

in saying, "Karin, we *love* you, we *bless* you, and we *appreciate* you." You will be missed.

Now you are saying, "Oh, no, another change at the Association." Well, I said the same thing. Only while I was wondering about it my phone rang and it was Karin asking me if I would consider taking over Partners in Ministry. After considering it for four days I said, yes, and now here I am, only two weeks later, writing my first article for CONTACT.

My name is Al Sears and my wife is Shay St. John. We moved to Lee's Summit in January of this year and Shay, as many of you know, is the Development Officer for the Association of Unity Churches. Prior to our move we lived in San Francisco where Shay was the minister of Unity Christ Church. I will tell you more about me at the convention in June, but for now I would like to talk about change. It has certainly been a big part of my life the last couple of months.

Many years ago, when I was part of the corporate structure of San Francisco, I had a boss who was a rising star in the company. When I think of him, I remember a quote he had framed in his office. The quote was from Jonathan Livingston Seagull and said, "Perfect speed is being there." The quote was perfect for this man because he took it literally. He tried to be everywhere at all times and to be everything to all people.

Sound like anybody you know? My boss' rise to fame did continue, but several years later, it came to a screeching halt and he was sent back down the ladder a couple of notches. I visited him in his new office later, and he seemed much more relaxed and at peace with his surroundings. The quote about perfect speed was gone, replaced by a smaller frame with a different quote: "Along the way I took the time to smell the flowers." He had changed. It had not been easy and knowing him, I'm sure there was a great deal of pain involved. But he had surely gained insight from the experience.

Change is not always easy, and being a Partner in Ministry has certainly required many many changes for all of us. We try very hard at times to have perfect speed, to be a perfect minister's spouse at church and keep a loving relationship going at home. "We forget to smell the flowers."

From the results of the first survey, I can see that we are all working very hard to keep this delicate balance going. I am excited about this new opportunity for me to continue and expand Partners in Ministry. I look forward to your input and ideas as we grow together in the next 100 years of Unity. I hope to see all of you, or ya'll, in Dallas.

Remember, "Perfect speed is being there" and while you're there, please smell the flowers.

"Addiction & Recovery" Resource Packet

Current estimates are that 95% of families have addictive or co-dependent behavior patterns in some degree. The Spiritual Resource Committee offers a packet of information on the subject of "Addiction & Recovery."

The packet includes an updated pamphlet entitled, "A Unity Perspective on Addiction & Recovery," applying to many forms of addiction and integrating Unity principles and the 12-Step Program. There are also a bibliography of the best and most recent materials in the field, a guidesheet for recognizing and referring people with addictive behavior, and a list of Unity ministers who are willing to offer workshops in your region or church and/or who are willing to serve as a contact person for you to call.

The packet will be available at the 1990 Convention in Dallas. Alternatively, you may request the Association office to mail a packet to you. The packet will only be sent "on request."

COMPUTER TALK

Dealing With Number Numbness. . .

I don't know about you, but I deal with numbers as little as possible, and anything that helps me deal with them more efficiently and quickly is a friend of mine. The computer has been a great friend in this area.

There are many ways to allow a computer to help you with recording and making sense of the numbers that flow through your church operations. A good financial program can keep track of the money that comes in, and the money that goes out. Such information helps you plan more efficiently. It can give you totals of monies that come in from general or specific sources, even give you totals of contributions by class or for an individual. These are real time savers. Some programs will even produce charts and graphs to visually demonstrate the state of your financial affairs.

A spreadsheet is the most popular form of managing numbers, and some spreadsheets are not difficult to learn; however, any spreadsheet will take some time to master. The best are not inexpensive either. But perhaps what your church needs is not a spreadsheet, but a financial program such as *Managing Your Money* or *Quicken*. I use *Quicken*, and find it very easy to learn and use. *Quicken* will do many, if not most, of what churches want to do in keeping track of their financial position and records. More good news: you can buy *Quicken* for under \$40.

There are a wealth of programs available for every church need. One of these is sure to suit your needs perfectly. If you haven't already purchased a computer, or are thinking of updating your computer, the Association can help. We are right now creating ways to help you do this. We want to provide a guide for the purchase of computers and computer equipment in the near future. However, if you don't want to wait, feel free to call Gary

Browning at the Association, or call me at my church (206-854-8747) from 1:00 p.m. - 4:00 p.m., Wednesday or Thursday. We are glad to help you realize the

power and benefit of using a computer in today's church.

Next Month: Advice for new (and not so new) computer users.

■ ■ ■ ■ ■ Sparkplugs ■ ■ ■ ■ ■

Talk Topics & Sermon Starters from Unity publications.

This month:

The Concentric Perspective: What's in It From Me?

by Eric Butterworth

Truth students surely receive their label because of an almost insatiable desire to study, discover more about themselves, and to continually seek increased spiritual understanding. Eric Butterworth, one of Truth's foremost lecturers and authors, offers a profound new book to help satisfy Truth student desires. The theme of The Concentric Perspective: What's in It From Me? is experiencing life from our "inmost center"--from "within-out." This is not a new concept from Mr. Butterworth. You will find it is a priority idea in his other writings as well, which verifies that he undoubtedly considers it the most important aspect of living!

In the first chapter, Mr. Butterworth establishes the truth of our oneness with God, the giving center, the "Being--being me." A diagram explaining "Being--being me" provides a whole new approach to life. This is further developed in the second chapter which explains that to give we must receive; likewise, to receive we must give. A truly giving-receiving attitude is only achieved by going within--by living life from "within-out." As Mr. Butterworth says, the giving approach works in every situation in life. He explains this in detail to help the reader to fully understand forgiveness. Further, he states that unforgiveness is similar to an addiction of other sorts--we become "hooked," through a cosmic link, to the persons we do not forgive. But he does not leave us there. He explains how to overcome this addiction to bitterness, resentment, and unforgiveness.

Eric Butterworth emphasizes the effects of stress on the mind and body. Because stress is prevalent in our society and takes a heavy toll in our lives, Mr. Butterworth suggests workable solutions to the problem. He refers to stress as the "pressure syndrome," stating that the answer to the stress response is as close to each of us as the creative use of imagination. As might be expected, he suggests neither physician prescribed medication nor vacations. He probes more deeply than the common notion that stress is caused by what occurs. He states that it is our thoughts and feelings about our occurrences which cause stress. He writes for example, that "when things get tight and something's got to give, start giving thanks."

The remainder of the book is a true guide to a balanced life-style, one that views life concentrically. Here Truth students can grab hold of suggestions and put them to work. They can take an honest look at the old hurts that occasionally surface and give that "stomach-in-the-vice" feeling. If these feelings have been successfully addressed, here is the book that explains how to truly let go and forgive.

Each chapter of this thought-provoking book could comprise a complete study, talk, or workshop. You may order The Concentric Perspective: What's in It From Me? from the Sales Department, Unity School of Christianity, Unity Village, MO 64065. To order by phone, call (816) 251-3571.

Association of Unity Churches

Goals Recently Completed

October, 1989

- ✓ Unity Movement Advisory Council fully functional, coordination mutually-recognized concerns and goals.
- ✓ Received gift of 10 acres of land on which to build Association headquarters.
- ✓ Hired an architectural firm.
- ✓ Hired a fund raising firm to assist with capital campaign.
- ✓ Hired a Development Officer.
- ✓ Sponsoring publication of ministry-oriented national newspaper, Vision.
- ✓ Church Growth & Development Consultant supported by pledges above regular tithe. After receiving Church Development & Management Training, contact Dick Connor directly (703-569-9131). Professional fees and expenses borne by the Association of Unity Churches.
- ✓ Templeton Radio Grant now four per year, began broadcasting into Africa.
- ✓ European-African international broadcasting began October 3.
- ✓ Functioning computer bulletin board system accessible to ministries.
- ✓ Developed Interim Minister training program plan.
- ✓ Established Spiritual Renewal Committee.
- ✓ Established Spiritual Resources Committee.
- ✓ Developed full-time Support Services Coordinator and filled position.
- ✓ Hired part-time Support Services and Expansion Assistants.
- ✓ Ongoing Church Development & Management Consultant training with Barbara O'Hearne on a first come, first served basis; please call her directly at (816) 531-3353. Professional fees and expenses borne by the Association of Unity Churches.
- ✓ Operating Unity Training School of Puerto Rico.
- ✓ Functioning Association of Unity Churches-Urban Ministerial School Curriculum Committee.
- ✓ Proactive, accountable board performing planning and goal setting instead of crisis management.
- ✓ Fully functional Radio/Media Department with Coordinator and Assistant.
- ✓ Refinement of Committee Commission statements and responsibilities.
- ✓ CONTACT article monthly by Church Growth and Development Consultant and Church Development and Management Consultant.
- ✓ Revised Policy Manual for a Unity Ministry.
- ✓ Creative, cohesive, field responsive Education Department.
- ✓ Feedback from field actively sought and acted upon.
- ✓ Operational Overseas Ambassador's Task Force.
- ✓ Increased inventory of Spanish material.

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Ten Months Ended January 31, 1990

	<u>January</u>	<u>Year to Date</u>
INCOME-OPERATIONS		
Love Offerings	\$69,317.57	\$731,758.19
Other Income	<u>1,194.14</u>	<u>25,246.45</u>
	\$70,511.71	\$757,004.64
 Less: Tithe Transfer	<u>7,628.70</u>	<u>78,969.35</u>
	62,883.01	678,035.29
 Gross Profit Material	<u>3,899.57</u>	<u>57,174.68</u>
Total Income	<u>\$66,782.58</u>	<u>\$735,209.97</u>
EXPENSE-OPERATIONS		
Total Expenses	<u>\$72,027.23</u>	<u>\$740,730.25</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (5,244.65)</u>	<u>\$ (5,520.28)</u>

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

Month of December: \$8,634.61

Year to Date: \$78,716.15

Note: This contribution is a nonledger item and does not appear on the Association financial statement.

VOLUNTEER

Cont'd from page 8

program administration, relieving other staff members from the tasks of having enough of the right people in the right place at the right time.

An additional necessary component for successful volunteer program administration is treating volunteers like "unpaid staff." This means a polished approach to recruitment, selection, training, motivation, and evaluation. This begins with volunteer job design. Planners should have a clear understanding of what they want volunteers to do in specific, detailed form. Secondly they should be able to give a clear answer to why a volunteer should do this, rather than a paid staff person (Brown, p. 5). Some reasons may be to involve the congregation in programs, to expand available services, or to give people the opportunity to learn new skills or have social interaction. Saving money is not enough of a reason. While ministry administrators are expected to be good stewards, other reasons of importance to the membership should be given as well as conserving salary dollars. Besides, volunteers are NOT free. Cost is involved. Estimates are that it takes one hour of staff time for every two hours of volunteer time. Also, any incentives,

tangible recognitions, or reimbursed expenses are costs.

When volunteer programs are professionalized to the extent that people feel they are being treated as valued team members and the focus is on service, an image of professionalism and commitment by management emerges.

In the next CONTACT consideration will be given to specific program components.

References:

Brown, Kathleen M., *Keys to Making a Volunteer Program Work*. Richmond, Arden Publications, 1982.

"Daring Goals for a Caring Society." *The Independent Sector*, 1986.

Gaston, Nancy A., "Easy Does It: Initiating a Performance Evaluation Process in an Existing Volunteer Program." *The Journal of Volunteer Administration*, Fall, 1989, pp. 27-31.

Koenigsaecker, Scott, "How Do You Spell 'Volunteer?'" *Youthworker*, Winter, 1986, pp. 28-33.

O'Connell, Brian, *The Board Member's Book*. New York: The Foundation Center, 1985.

Ten Rules For Going To Church by Norman Vincent Peale

1. Go regularly to church. A prescription is not effective if you take it only one day a year.
2. Think of church-going as a skill governed by definite rules.
3. Get in condition for Sunday. Spend a quiet Saturday evening and get a good night's sleep.
4. Don't rush to church. Go in a relaxed state of body and mind. Go in a leisurely manner. The absence of tension is a requisite for successful worship.
5. Go with the expectation of enjoyment. Church is not a gloomy place. Christianity is a radiant and happy way of living.
6. Sit relaxed in the pew, your feet on the floor, hands loosely in your lap or at your side. Let your body yield to the contour of the pew. Don't sit rigidly. God's power cannot reach your personality through a tied-up body and mind.
7. Go expecting to get your problem solved in church. Think hard during the week, but let the problems "simmer" in your mind on Sunday. In church conceive of God's peace as quieting your thoughts to permit insights from the depths to come to the surface of your mind.
8. In church practice eliminating all ill will. Grudges block the flow of spiritual power. To cast out ill will, pray for those against whom you feel resentment.
9. Practice the art of meditation. Think of some beautiful and peaceful scene. Then fix your mind on Christ. Think about God. This will tend to bring you peace and refreshment.
10. Go to church expecting some great and exciting things to happen to you. Every Sunday some people's lives become thrillingly different. It can happen to you.

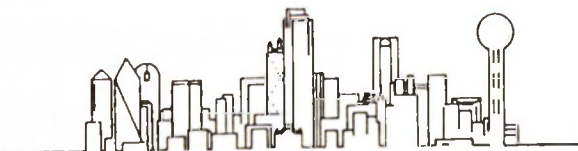
*Living The Vision...
Launching Our Second Century*

UNITY PEOPLES' CONVENTION

June 13-17, 1990

Fairmont Hotel

Dallas, Texas



GIFT

Cont'd from page 2

sign above the door of the carpenter shop in Nazareth may well have been: "My Yoke Fits Well." We in the ministry have taken over the yoke of Jesus to plow the fields of consciousness and to bring forth the word of Truth. The Christ within can declare for us, "My yoke is easy, and my burden is light."

Now, I am going to have fun preparing my sermon. How about you? Rather than a long day's work in a truck, you can take a joyous ride in the country. Let's work in joy and experience the eternalness of our art. Having a Jewish carpenter for a boss isn't half-bad, is it?—especially when we work for Him in HIS way.



Robert Ellsworth
Associate Director/Director of Education

Sex In The Forbidden Zone Part 2

As discovered last month, sex enters a forbidden zone when a client seeks help from a person in power who then becomes sexually involved with the client. "Persons in Power," referred to by Dr. Rutter in Sex In The Forbidden Zone include therapists, doctors, pastors, lawyers, and teachers. Licensed teachers and ministers in Unity will counsel people who have been sexually involved with a person in power. To assume that the client is a fully consenting adult is naive. As reviewed last month, differences in power, and issues of trust and transference prevent an equal status between the two parties involved. As a counselor, you can help your client most if you understand the dynamics involved and the seriousness of the typical aftereffects.

Wounds of the Person-In-Power.

Although the wounds to the client are typically severe, not recognized are the wounds of the person in the power role. The person in power who enters sex in the forbidden zone is himself wounded. For example, Dr. Rutter finds that depression is an occupational hazard of men in power. Male doctors and therapists are at a far greater risk of suicide than males in other occupations. Men in leadership positions often hide chronic depression for years behind a show of strength. A person in power who becomes sexually involved with his client(s) is likely to be ministering to his or her own inner wounds. A person who is depressed

and feeling a lack of meaning in his or her life is at high risk to sexually exploit a client. Sexual involvement may temporarily enliven persons in power. But the failure to address their own woundedness, and the additional wounding of the client, remain as serious problems.

What to do for yourself.

Almost everyone in a counseling role struggles with sexual temptations or fantasies when working with an attractive client. Dr. Rutter shares his own inner struggles and close calls. The attraction can be very powerful and the energy electric as one contemplates or even fantasizes about moving into the forbidden zone. Clients themselves can be very seductive. But as Dr. Rutter points out, their seductiveness is based on past patterns which have not served them well.

If a person in power is on the edge of entering the forbidden zone, Dr. Rutter advises: STOP AND GET HELP!

First, refrain from any sexual action, even if the client seems receptive or even seductive. *Second*, set your sexual needs and fantasies aside so that you can give your client the best help that s/he is entitled to. *Third*, if you continue to be overcome by sexual feelings or fantasies, end the relationship with extreme care. Communicate clearly that the client is not to blame for the ending. *Fourth*, seek someone to talk to, for you as a person in power need to deal with your own woundedness that makes you vulnerable.

If a person in power has violated the forbidden zone, s/he must first recognize that the original helping relationship has been forever compromised and cannot be restored. *First*, stop any attempts to carry on a dual relationship that includes sexual intimacy. *Second*, both you and the client need to seek help in dealing with your woundedness. *Third*, you owe your client an apology and your recognition that a sexual relationship has caused harm. *Fourth*, seriously consider funding a reasonable period of therapy for the client to deal with the aftereffects.

The future.

Should a client come to you who has been sexually involved with a person in power, ask the client if s/he desires to file a written complaint with the professional's organization. As Elie Wiesel observes, the silence of the bystander allows victimization to continue. Dr. Rutter be-

Continued...

believes that all professionals should be required by ethical and legal codes to report any instance of sexual abuse. He also recommends that ethical codes address sexual exploitation in clearly stated standards.

Setting ethical standards may be especially difficult for religious organizations. "Some religious denominations find themselves in a bind about enacting official provisions against sexual exploitation," he says. The very act of discussing such a provision constitutes acknowledgement that sexual exploitation exists among the clergy. It is interesting to note, however, that the Lutheran denomination has just recently set clear moral standards for clergy (*Kansas City Times*, Feb. 17, 1990). Religious organizations could make an important contribution to raising consciousness about sexual boundaries.

In summary.

If you, as a minister or licensed teacher, counsel a person who has been involved sexually with a person in power, it is important for you to familiarize yourself with the dynamics and issues pertaining to this area. Dr. Rutter's book, *Sex in the Forbidden Zone* is highly recommended. You serve your client best by becoming aware of the important insights recently coming to light about this issue. If you find yourself seriously tempted or sexually involved, STOP and get help. It is natural to feel sexually attracted. But to act on these feelings does a great disservice to a person who has come for professional help. We often have no idea how important we are in the life of a congregant, for example. As one woman shared, "Until the moment he began relating sexually to me, Rev. Clifton had been the most important man I had ever met, healer, teacher, mentor." Our relations with congregants and clients is a sacred trust.

Licensed Teacher Postgraduate Week

June 23-29, 1990
Unity Village, Mo.

If you haven't registered--now's the time.

Remember: This is YOUR week. A time for renewal, as well as knowledge and skills. REMEMBER TO BRING YOUR BIBLE; Revised Standard, Living Bible, King James, whatever--part of the fun will be having different versions. AND BRING YOU!

Ministerial Education Class of 1990



Second-year MEP students standing in front of Unity of Olympia in Olympia, Washington, one of the many stops on this year's class trip.

The Ministerial Education Class of 1990--the first class of Unity's second hundred years--has established another first. The recent class tour was the first to go outside the continental United States. In fact, we went INTERNATIONAL when we visited the Church of Today - Unity in Vancouver, B.C., and met with the ministers and interim representatives of several other British Columbia churches. On the first Saturday morning, following a bus ride from Seattle through a blizzard of half-dollar sized flakes, approximately half the class took a gorgeous ferry ride to Vancouver Island and enjoyed "high tea" at the Empress Hotel in Victoria. David and Alice Durksen dropped in for a chat while we dined. This international exploit was highlighted with a Sunday evening banquet at our hotel before heading south to make nine more onsite visits in Washington and Oregon.

As always we would love to visit every church in the region. It is amazing how Unity churches can be so different! However, the Western Region was committed to giving us the broadest perspective and best educational experience they could. Consequently 18 ministers plus lay representatives from 15 more ministries joined us along the way to share their vision and experience of ministry. Our host churches: Everett, Seattle, Bellevue, Tacoma, and Olympia in Washington, and Portland, Salem, Gleneden Beach, and Eugene, in Oregon, truly fed us spiritually as well as treating us to a great variety of delicious dinners (fish fresher than any could remember). We'll never forget the generous hospitality of Bob and Vesta Barth's congregation as we celebrated the trip with a joyous party followed by tours of the magnificent Oregon Coast on Saturday.



Bob and Vesta Barth with students.

The forty class members and five faculty representatives sincerely thank Unity School and the Western Region for making our trip possible. As we move into the next phase of our service to God through Unity ministry we will often draw on the creative ideas, inspiration, and friendship we received in the Western Region. Thank you all. May God bless you richly in every way.

--Judy Grimes

LIGHT ON THE PATH



Trish Robinson
Licensed Teacher Consultant

You can weigh yourself now--and don't panic if you weigh more. It's due to "toning." Healthy muscles that are strengthening weigh more than fat or limp muscles. Quite a few of you may weigh the same or just a little bit lighter and believe me, whatever your weight is, it's OK.

A new chart is needed, adding spaces for weight, exercise, a blank, and "reward." I use the blank space to write in a word that describes what I'm feeling that day IF the feeling is intense or unusual for me. You may discover another use that is more purposeful for you. Please DO set up a reward system and include rewards for: patience with yourself, your attitude, increase of vitality, and maybe for just hanging in there. The important object here is to confirm often to your self/Self that you CARE, that you LIKE you.

A little more on the affirmation: *I GIVE JOYOUS THANKS FOR WHAT I AM ABOUT TO EAT/DRINK. I BLESS AND THANK MY BODY, THAT WHAT IT NEEDS WILL BE EFFICIENTLY ASSIMILATED, THE REST EASILY AND EFFECTIVELY ELIMINATED, FOR I AM ATTAINING MY PERFECT WEIGHT AND SHAPE.* Now that you are using this affirmation every time (or most of the time) previous to eating/drinking, you can "lighten up" and affirm it once a day. It will work just as well using it once for the whole day PROVIDED your thinking and feeling are both focused on what you are doing and the meaning of the words you are saying.

There is another thing I do **at least** once a week, previous to, during, or while preparing a meal. "Thank You, God, for this food. Bless this food, bless *everything* and *everyone* who had anything to do with it coming to me." I think about and visualize people, machines, trucks,

seeds, animals, etc., from preparing the soil to the market place. I probably never cover them all and different ones come to mind at different times. Cows, farmers, and milking machines come to mind often, though not always. Doing this has special rewards for me. I feel loved and loving. There is a "knowing" that everything and everyone is being blessed, and I am grateful.

EAT SLOWLY. Slowly! Your body will benefit and be appreciative when you eat slower. Let your taste buds really taste each bite. Let your tongue really experience the texture of each bite. While eating slowly experience your physical body experiencing. If you are thinking you don't have enough time I suggest you eat LESS so you can eat *slowly*. It's very advantageous to give emphasis to this.

EXERCISE. To some of us exercise is a "groan" word. Yet, in today's world we hear or read almost daily about the importance of it. I doubt any one of us would deny that we benefit from exercise, and we derive the most benefit when we attain an overall weekly balance of physical, mental, and spiritual exercise. One of the things that can help to attain (and maintain) this balance is to choose an activity that you like, such as swimming, tennis, walking, cycling, and DO it as a "meditational exercise." Let's say you choose swimming. Begin as you would with any meditation--by RELAXING the mind and body. Then, while visualizing, feel yourself getting into swimwear, gathering towel, sunglasses, maybe ear plugs, etc. Now to the pool, finding the perfect place for your things, maybe a stretch as you look around on your way into the pool. Feel yourself gliding through the pool. Become aware of the water temperature. Smell it, taste it, notice the sunlight shimmering on the water, feel the coordination of your body and the texture of the cement as you push away for each return lap. As each arm reaches out and your legs are scissoring, feel all of your muscles working together. Let yourself experience every body movement. Continue being aware as you come out of the pool, bending to pick up the towel, perhaps deciding to lay by the pool. You may bring yourself out of meditation now or continue; showering, dressing, then sitting comfortably in a chair. It's your meditative exercise, so have it suit you. The object is to experience ever more fully whatever you do. With practice comes improvement. When you begin this, I suggest you do it once a week. Increase to twice a week when you feel ready, perhaps later increasing to three times weekly. Remember, it's your program and it's important to have fun with it, gently nudging yourself without forcing. Go slowly. One of the main reasons for success is not adding too much at once. (This is how I learned to swim, but that's another story).

I look forward to sharing "tips plus" in the August issue. Love and blessings.



Marianne Hill
International Children's Education Consultant

Getting The Word Out

The time and expense invested in creating a brochure about the children's program offered by your church is money well spent. This brochure is an important item to include in your visitor packet to be given out to those attending your service for the first time. Grandparents who occasionally have grandchildren for the weekend may appreciate having this information, single noncustodial parents, or visitors who did not bring children because they are still in the process of selecting a church home, will appreciate having this information.

Given out at the beginning of the church school year, the brochure can answer common parent questions and serve as a reference guide for them during the year.

The information provided by the brochure should contain the mission statement of your church, and specifically, how it applies to children's ministry. It should give the time that children's classes are held and any special classes, groups, or services available to the children or their parents. If possible, a list of the teachers and locations of the classrooms is helpful also. A most important item to include is the church name, address, and telephone number.

In this day and age of desktop publishing, creating a camera-ready copy to send to the printer is not difficult nor expensive.

First, decide what information you want to include, any pertinent quotations, mission statement, teacher's names (double check spelling) and classroom locations.

Next, decide what paper stock you would like to use. What will create the image that you want, white paper or colored paper? What color of ink will create a clear, easy-to-read, eye-catching copy? Clip art can be used to embellish and add interest to the appearance of the

brochure (Youth Specialties Clip Art Book is available from the Association of Unity Churches. Order number 1357, \$14.95).

Determining how many brochures you want to have printed will depend on how you decide to use these brochures. Check with two or three printers to find out where their price-breaks are, and which one can offer you the best price. If your program experiences a moderate amount of teacher turnover each year, this item may need to be reprinted each year to keep the teachers' names current. Will this brochure be handed out to all parents at the beginning of each church school year as well as being an integral part of each visitor packet? These and other considerations, such as storage space available for excess stock, will determine how many brochures you will want to have printed at one time.

The benefits of having a brochure for your children's program ready to put into the hands of anyone who may be interested in what is available for children in your church or center is well worth the time and expense involved. It becomes a handy reference for volunteers or paid staff in answering questions over the telephone. A brochure serves as an invitation and welcome to new members, and clarifies questions for parents in regard to time and classroom locations. It is also a vehicle for communicating the vision and goal of the church in providing ministry to children.

The following quotes are examples you may wish to use for your program brochure:

The Teaching of Children

Children should be taught that God is Spirit and that the purpose of their being is to express God. They should be trained in the faith and understanding which makes them to know that they express the Spirit of God in their every thought and desire and act. The child's mind accords perfectly with true ideas and it is easy to rear children in conscious unity with God when they are encouraged through their faith to claim their sonship.

by Myrtle Fillmore
transcript of sound recording
A Quiet Time of Prayer

To educate (from educare, to lead forth) never means to force into from the outside, but always means to draw out from within something already existing there. God as infinite wisdom lies within every human being, only waiting to be led forth into manifestation. This is true education.

H. Emilie Cady



Ray Wiggins
International Youth Education Consultant

Teaching Our Y.O.U'ers by Ron Tyson Support Services Coordinator

The Y.O.U'ers classroom can be an exciting place, or it can be an absolute bore! In most cases, it is the "prepared" teacher who makes the difference. We can take the best curriculum materials in the world, the most spacious and inviting room, the most advanced and updated media; yet, all these factors put together cannot insure an effective classroom experience. In most teaching/learning situations the teacher is the decisive element.

There are two primary factors in facilitating a successful learning experience. One is preparation, the other, presentation. Someone once said, "Preparation is man's gift to God; inspiration is God's gift to man." This helps us realize the vital importance preparation lends to all successful teaching experiences.

As we begin this preparatory process, first we need always to acknowledge our own inner Teacher. "It is not I, but the Father within me who does His works." This awareness leaves us open and receptive to the inner Christ for guidance and direction.

It is always a good idea to start preparation early in the week so that divine ideas can develop and expand. This is what we might call the incubation period, allowing time for the nucleus of your concepts and objectives to develop through the orderly process of contemplation. We would never take a trip without looking at a map to see what route we would take. If we don't review and study our teaching route, we might end up in the middle of nowhere. It is the

same with planning any lesson. We first need to decide what the concept or main idea of focus will be.

The definition of a concept is "A general idea, used in human communication, that produces stored memories and usually generates new data or meanings." To insure the most effective results, it is best to focus the attention on only one concept during the one-hour class time.

After we have identified the key concept, we then need to ask ourself, "What do I hope the Y.O.U'ers will gain from this?" "What is my objective?" An easy way to identify your objective is to answer the question, "At the end of this class the Y.O.U'er should be able to..." A good principle to keep in mind when writing out objectives is to use active verbs such as; tell, make, explain, compare, demonstrate, identify, write, list, draw, etc.

Now we have laid the groundwork to create and develop an effective lesson plan. Most lesson plans have five essential parts. They are: the Opening, Presenting the Concept, Exploration, Creative Response, and the Closing. I like to add an additional part which precedes the opening called the Pre-Opening. By this I am referring to arriving in ample time to arrange material, compose thoughts, and welcome the first Y.O.U'er. The teaching/learning experience starts as soon as the first Y.O.U'er arrives.

Prayer is the first part of our opening period. This is the centering device that enables the Y.O.U'ers to discover their own inner teacher. During this opening period we introduce our concept. Then it is important to use an attention getter that will focus on the main concept. This sets the stage for the lesson and activity that will follow. A song, an object lesson demonstration, a game, asking for a definition, questions about the concept, asking for an interpretation of a quote on the board, etc., are all good ideas to get their attention. It is very important in closing this segment of the opening to give a two or three sentence overview of what you and the students will be doing together for the rest of the classtime. This will alleviate uncertainty and allow the students to focus their attention on the lesson.

Part two of the lesson plan is to present the concept of the lesson. This is the time we lay the foundation which allows the learner to expand on the concept or key idea. This can be done by lecture, demonstration, or with the use of media.

Once we have presented the concept, we are ready for exploration. This gives the Y.O.U'ers the opportunity to explore the concept and make it their own. It is a good idea to validate their understanding of your input by asking them to interpret the concept in their own words. Each

See **TEACHING** on page 23

Ministry With The Single Adult Part II

The notion that all singles are loose-living, happy-go-lucky people with plenty of free time and money is patently absurd. Single parents in particular often have less time and energy than those who share the responsibilities with a spouse. Singles often have to pay more proportionately for goods and services; many, especially women, have trouble establishing credit. Most shattering of all to the myth that singles are awash in money is the sad statistic that the largest group of people in the United States living below the poverty line are families headed by single women.

A great number of single people long to feel at home in the church, to be accepted as they are, to be received as full and equal partners in the Body of Christ. But for many that desire remains unfulfilled. One of the challenges of singles ministry is to create an environment in which single people, too, know that they belong. The key is to be aware of the facts and to be sensitive to the struggles that many singles face.

Focusing on Issues

Where does the church begin? Jeric Smith, who has worked extensively with singles in Minneapolis and St. Paul, says that listening is critical in singles ministry. As listening happens, Smith notes, some repeated issues will emerge:

1. *Self-image.* A decreased sense of self-esteem can be induced even in self-confident individuals by a society so steeped in couples imagery.

2. *Loneliness.* Singles often speak of the loneliness of having no one to go home to. But loneliness has its positive side, too. It can stimulate people to be more resourceful in meeting personal needs and help build inner strength.

3. *Sexuality.* Although sexuality is a basic and universal human capacity, singles want to talk safely about sex in their churches.

4. *Security.* A desire for security can push people into coupling situations that may not be healthy. It is far healthier to achieve a sense of wholeness through personal self-esteem.

5. *Grief.* Grief works at several different levels in the lives of single people. There is the obvious grief that comes from death or divorce. But there can also be the more subtle grief of coming to terms with realizing that one may never marry or marry again.

Organizing a Singles Ministry

Here are some concrete suggestions for organizing a singles ministry:

1. *Open a dialogue about singles issues.*

Gather a group of people, such as church board and committee members. Bring in some singles or a resource person to talk about singles issues.

2. *Take a census.*

Develop a profile of the congregation and community in regard to singles.

3. *Identify the purpose or goals of the ministry.*

Whom do you intend to reach? What needs are to be met?

4. *Watch your language.*

Use "family" in reference to the whole family of God. Avoid degrading terms such as "pairs and spares." Be careful about overusing children and spouses as illustrations.

5. *Use inclusive language.*

Pray for single people; recognize and raise up their needs in the worship life of the community.

6. *Actively recruit single people as participants and leaders in the offices and ministries of the church.*

Invite single people to be ushers, teachers, and committee members.

7. *Invite single and married people to talk about one another's experiences and perceptions.*

Encourage them to identify what they have in common and what they may experience differently.

8. *Provide leadership training and financial support for a singles ministry.*

This can be a crucial ingredient for developing and sustaining a singles ministry.

9. *Study specific needs.*

Examine the surrounding community and the needs of the congregation.

10. *Think cooperatively and ecumenically.*

Several congregations working together may be more effective in sponsoring a singles ministry.

11. *Create a comfortable physical environment.*

Putting people at ease improves the prospects of their returning and becoming full participants.

Continued...

12. If you form a singles group, expect a certain amount of change once the group has started.

A singles group, as any other group, has a life cycle with ups and downs according to leadership, membership, and so forth.

Last but not least, pray. Prayer is certainly a great resource for undergirding a singles ministry. It is also a good reminder that **singles ministry** is exactly that--ministry, the meeting of human needs and creating of healthy communities on the basis of truth.

This article was adapted by permission from *The Ministry to the Single Person* by Merrill Mores (Collegeville, MN: The Liturgical Press, 1988).

TEACHING

Cont'd from page 21

individual is invited to explore by sharing personal examples from their own life experience or by giving their own ideas on how to handle some hypothetical situation.

Now we are ready to develop ideas for the Creative Response. This is the time to have Y.O.U.'ers apply the concept through activity. In this way the concept is reinforced and the Y.O.U.'ers can reflect on how they will use the new ideas and skills during the week. This is a hands-on experience, but definitely not busy work. Whether a silent individual project or an informative group sharing, the creative application is an important time for the Y.O.U.'ers to absorb and think. Ideally Y.O.U.'ers are offered two or three options for creative activity. Some examples of this might be: journal writing, role playing, open-ended questions, contracts, etc. While they are working individually, this will provide you with an excellent opportunity to support and love the Y.O.U.'ers through a one-on-one interaction.

Finally the last part of the lesson plan should focus on the closing. Each person should have an opportunity to share what they have learned from the lesson and how they feel about it. Encourage Y.O.U.'ers to apply the knowledge they learned in class to the experiences of the coming week. Always close with a prayer of thanksgiving and an affirmation that will reinforce the concept of the lesson.

When you have completed the well-prepared lesson plan, you will feel like the expectant navigator, prepared for a rewarding as well as exciting journey.

In closing, let us remember the teaching slogan:

KISMIF--keep it simple, make it fun.

We are all in this teaching/learning process together.

Where Are They Now?

A column about former leaders of Y.O.U.

Dear Ray Wiggins,

Being the first and second president of Y.O.U. (I was reelected for a second term) has always been a highlight in my life. I can look back upon it as a very happy and rewarding experience.

How did Y.O.U. come about? In 1936 a group of young people working at Unity School were invited into Lowell Fillmore's office. It was my good fortune to

be part of that organizing committee. The first Y.O.U. Conference was at Unity Farm, now Unity Village, in 1937. As I remember it, a group from as far away as Des Moines, Iowa, was the most distant representative.

The Unity philosophy has always been an important part of my life. Except for a few years where there was no Unity church in our area we have attended Christ Church Unity in San Jose, and now we are members of Palo Alto Unity.

For a quick biographical sketch, Kay Schram and I were married in 1938 in the old Unity Chapel at 913 Tracy. I was in World War II from 1942-1946. We have two sons both living in California. I retired in 1980 from my work in a local department store.

Edward R. Miller
19749 Merritt Drive
Cupertino, CA 95014



Edward R. Miller



Important Dates For 1990

Executive Committee Meetings	April 15-20
Skills Demonstration Seminar (SDS)	May 5-11
Pre-Conference	June 8-12 (Dallas)
Convention	June 13-17 (Dallas)
Licensed Teacher Postgraduate Week	June 23-29
Skills Demonstration Seminar (SDS)	Aug. 4-10
Y.O.U. Conference	Aug. 11-17
Executive Committee Meetings	Sept 9-14
Board Member Spiritual Retreat/Seminar	Sept. 15-21
Skills Demonstration Seminar (SDS)	Oct. 27-Nov. 2

Regional Conferences

Western	April 23-25	Otter Rock, OR
South Central	April 22-26	Metairie (New Orleans), LA
Great Lakes	Sept. 24-26	Angola, IN
Eastern	Sept. 27 - Oct. 1	Hamilton, Ontario, Canada (Retreat Center)
West Central	Oct. 2-4	Asilomar, CA
Southeast	Oct. 15-19	Naples, FL

ASSOCIATION OF UNITY CHURCHES®

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

(816) 524-7414



Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

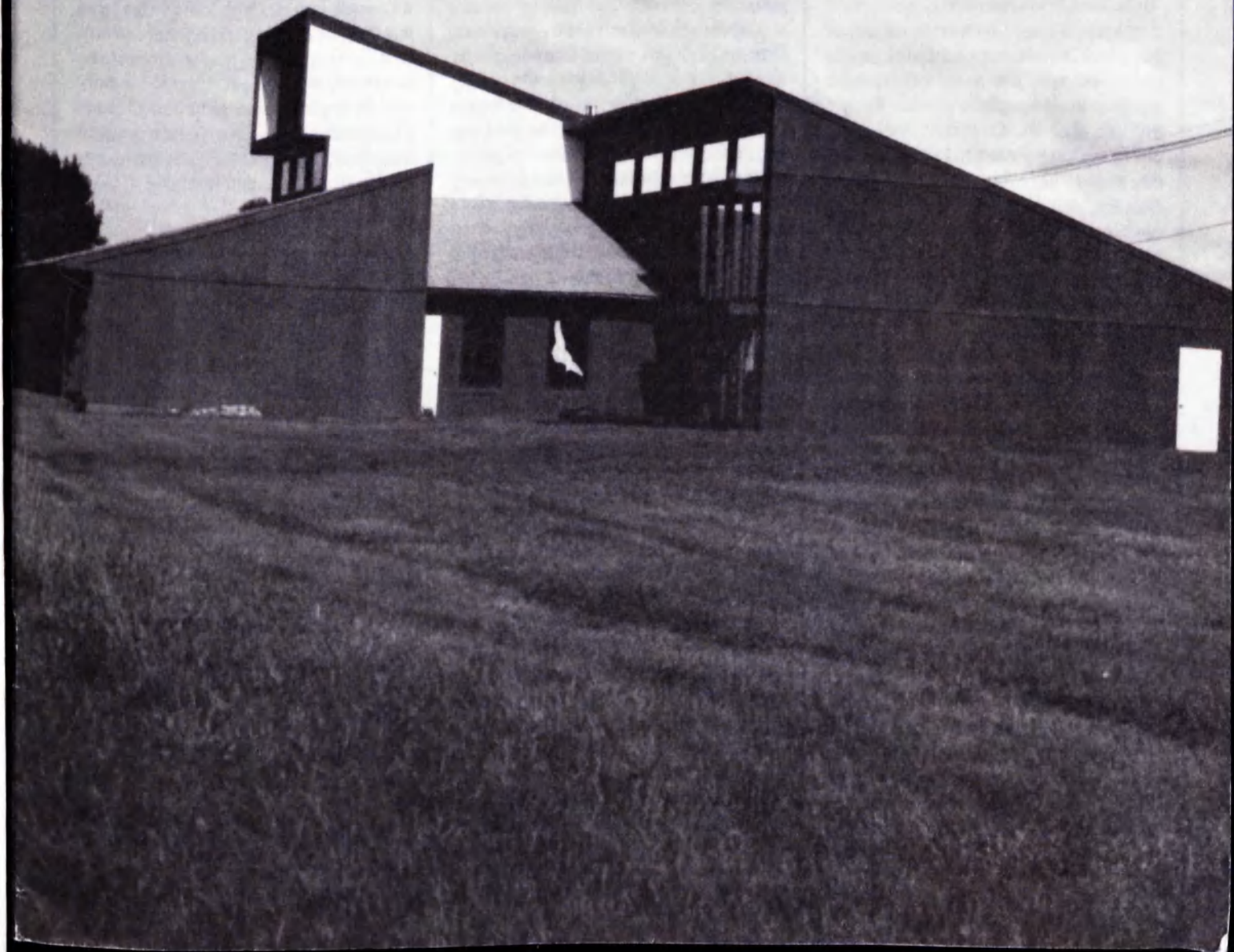
4/15/90
ARA HELEN MC DONALD
1017 MAGNOLIA LANE
MADISON WI 53713-2516



Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

August/September, 1990



THE PRESIDENT'S LETTER



Nancy Neal
Unity Church of Christianity
Tulsa, Oklahoma

The Minister's Devotional Life

Codependency, dysfunctional behavior, addictive behavior, substance abuse, recovery--these are some of the buzz words of the late eighties and as we move into the nineties. Countless books and workshop leaders remind us constantly that most of us come from dysfunctional families, that most individuals are dysfunctional, and that organizations, businesses and churches are codependent and dysfunctional. It appears that all of society is dysfunctional! It is a sad commentary on our times.

To address such symptoms in ministry, a Spiritual Renewal Committee has been formed within our Association. This I applaud, for it is long overdue, and we have a responsibility to care for our own. The committee is commissioned to explore ways in which we as an Association can assist our ministers and teachers in preventing burnout and other dysfunctional behavior. Included in the Association's Strategic Plan is the hiring of a chaplain, when space and budget permit. The chaplain would be available to counsel with ministers and teachers on a confidential basis, and would create retreats for spiritual renewal.

Several of our ministers have been helped by recovery programs such as the one offered at Le Pavillion in Canada. I have heard only good reports about Le

Pavillion, a recovery program based on the Twelve Step Program of Alcoholic's Anonymous and Unity's Twelve Powers. However, I was also told that "it isn't for everyone." I was grateful for this honest appraisal, for there is certainly more than one way to be healed. We can be grateful that Le Pavillion is as helpful and effective as it is, but at the same time be open to other possibilities for healing.

We can never be sure how events in our personal lives and pressures of ministry will affect us at a deep level of our psyche. We like to think we are strong and immune from the kinds of problems that "other people" seem to have. What has happened to them may happen to us! The fact that there is such a crying need for spiritual recovery and renewal, indicates that we need to examine the very core of our belief system and how we are, or are not, practicing the Truth we espouse.

Calvin Coolidge once remarked, "People criticize me for harping on the obvious. Yet if all the folks in the United States would do the few simple things they know they ought to do, most of our big problems would take care of themselves." Coolidge's comments apply very well to the minister's devotional life. We know we need to spend time daily in deep prayer, meditation, and Bible study, but how many actually take, or make, the time to do this? How many ministers periodically take anywhere from a day to several days for personal retreat? A survey conducted in 1982 by *LEADER-SHIP*, a quarterly journal for clergy, showed that over half of the readers they surveyed (56 percent) admitted to some degree of frustration with their personal devotional life.

The reasons a minister succumbs to alcoholism, drug abuse, workaholism, and other kinds of dysfunctional behavior are many and indeed complex. There are no simple answers, and I certainly have no panacea to offer, but I, like Mr. Coolidge, may get criticized for "harping on the obvious." We need to get back to basics! We need to practice the Truth we know! We need to immerse ourselves in the loving Presence, in total surrender, particularly when we become aware of the painful pressures of our work. As

professionals, we experience immense pressure to invest all time and energy in the demands of ministry--administration, counseling, visitation, preparation of sermons, teaching. All of us, to be sure, can justify the use of every minute as "the Lord's work." If ministry is truly the Lord's work, will we really have ministered in any of these areas effectively if our personal wells have run dry?

Dysfunctional behavior is a manifestation of a mistaken belief that one is separated from God. Emilie Cady says all suffering is the result of this belief. In *Lessons in Truth* she states: "You may be so busy with the doing, the outgoing of love to help others (which is unselfish and Godlike as far as it goes), that you find no time to go apart. But the command, or rather the invitation is 'Come ye yourselves apart. . .and rest awhile' (Mark 6:31). And it is the only way in which you will ever gain definite knowledge, true wisdom, newness of experience, steadiness of purpose, or power to meet the unknown, which must come in all daily life. Doing is secondary to being" (page 11, paragraph 24). Could it be expressed any plainer than this? This is basic, unadulterated Truth, and it works!

See LIFE on page 4

NOTICE: Due to the work schedule of the graphics department the August and September issues of *CONTACT* have been combined.

Volume 23, Issue 6
August/September 1990
CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Unity Center of Cedar Rapids
Cedar Rapids, Iowa
Senior Minister: Lola Andrews

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

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part VII

In Part VI of this series, we considered a theoretical base for effective learning through games.

Selection of Games

The first step in selection of the games for adult religious education use was to compile a list of fifty secular games, using their stated objectives as a guide for inclusion in the list. The names of the fifty games were then placed in a box; four were drawn, thus providing randomization. These games were labeled for use in experimental Group A.

Using the stated objective of the four games thus selected as a guide, I contacted six ministers and religious educators who use the game methodology in their classrooms. I asked them to provide the names of their games which would best accomplish the stated objective for each of the four secular games. Their responses were also placed in separate boxes, according to objectives, and one for each of the four categories was drawn for use in the control groups. These

games were then labeled for use in control Group B.

Selection of Subjects

Subjects (Ss) participating were volunteer members of six adult religious education classes at four Unity ministries in our cities in Michigan and Ohio. The classes consisted of four sessions of two hours each, for all sections of classes. Participants counted off at the first session and kept the same number for each session thereafter. To provide randomization, in three of the teacher-led groups, the "odds" were the sample population and in the other three, the "evens" were the same population, for each genre of gaming. (The sample population N-46 in each group, A and B.)

This writer taught four classes in each genre of games during the Fall and Winter, 1984-85. To offset the effect of teacher impact and experimenter bias, five minister-teacher colleagues taught identical games at their respective church in the Winter and Spring, 1985. Each taught two class sections; one using the secular games and the other using religious games. The study was also controlled for experimenter bias by extracting the games to be used from their source, labeling the games only "A" and "B" and by not informing the other teacher-facilitators either of the source of the games or of this study's hypothesis.

Instrumentation Identified

This study utilized the Personal Orientation Inventory (POI), and a Questionnaire, based upon the Likert Method of Summated Ratings.

The Personal Orientation Inventory has two Ratio scores, each producing two subscores, and ten subscale scores producing fourteen scores and it a self-report instrument for assessing values, attitudes, and behavior relevant to Abraham Maslow's concept of the self-actualizing person.

In addition to the POI, a questionnaire based upon the Likert Method of Summated Ratings was also used to measure a perceived sense of self-actualizing

accomplished by the Ss.

This writer constructed the questionnaire to be as internally consistent as possible; it contains twenty-five items. A pilot study was conducted at Unity Church of Akron in September and October, 1984, to test the instrument's internal consistency, by administering to a number of Ss prior to beginning the data-gathering class sessions, following the advice of education researcher Gilbert Sax who has said that "the most defensible method of determining which items should be retained and which should be eliminated is to correlate the item score with each individual's total score."

The twenty-five item scores having the highest correlation with individuals' total scores were retained from the original list of forty items which were administered to the pilot study participants.

Weaknesses in the Likert Method include the fact that it is unlikely that an S can react to a short statement in the absence of real-life qualifying situations in a way that is valid and that although anonymity is assured, there is still the possibility that someone will respond as he thinks he *should* feel instead of the way he *actually* feels.

In spite of limitations of a questionnaire, the Likert Method, which measures attitudes, has merit and can be used profitably until more precise measurements are developed.

Collection of Data

Each of the six minister-teachers administered both the Personal Orientation Inventory and the Questionnaire to all Ss in each class section prior to beginning the games and again as a post-test at the conclusion of the four-week period. The use of the two instruments outlined above allowed assessment of Ss' perceived change in values, attitudes, and behavior relevant to Maslow's concept of the self-actualizing person.

In Part VIII, we shall look at the results of data analysis and its possible effect in religious classroom teaching.



Shay St. John
Director of Development

Communication - a key word for the vital work of ministry! Without it misinterpretations and misunderstandings occur. With it "contagion of the Holy Spirit" is felt and others join with us as we do the work that is before us to do.

Reaching out to ministers, board members, laypeople in our churches is a vital and exciting part of the work before me as Director of Development. One of

the consistent things I have discovered as I make personal contact is a lack of clear communication with you, the people and ministries we serve. "Just what does the Association really do?" I am often asked.

To answer this question more fully, I began creating this one page visual (see page 5 of this issue) to present to you, the loving constituency we serve. It provides an overview of just what it is we do. Hopefully you will discover services already utilized by you. And I am sure you will discover many services yet to be incorporated into your ministry.

Share this visual with your board, and your congregation. Surveys have shown that when people catch the international vision of their ministry, they are more responsive to the needs on both the local and global level. Let's expand our Unity network and communicate with clarity and vision the work that is before us to do. Now is the time and this is the moment in which we plant the seeds of new growth in our Unity movement.

I rejoice and give thanks that we are an association of Truth seekers who reflect the radiance and beauty of Spirit in all we do!

Life

Cont'd from page 2

No doubt all ministers pray every day--staff prayers, daily or weekly prayer services, praying with counselees--but such prayers, although important in their own right, do not constitute a deeply personal devotional life. All of the great spiritual leaders of the Bible--Moses, Elijah, David, Jesus--as well as the great saints of the early Christian church, took time apart for deep contemplative prayer and solitude. Should we do any less? Time is far and away the biggest problem in a busy ministry, but if we do not make the time to deepen our personal devotional life, we may at some point be forced, possibly against our will, to take time for spiritual renewal and recovery.

There are times in my own life when the demands of our ministry plus the added responsibilities of holding an office in the Association are overwhelming, but we are blessed with a board of directors in our church who believe that when their ministers take time for spiritual retreat that it can only benefit the church. Our board has encouraged the staff ministers to take one day a month for this purpose. Not only do we owe it to our families and our churches to spend more time in prayer and meditation, but we owe it to ourselves. Jesus, the Master Teacher, said, "And I, when I am lifted up from the earth, will draw all men to myself" (John 12:34). Just as Jesus Christ was and is our Way-Shower, we, as His followers and disciples, should be way-showers to our congregants, living the highest and best we know, enriching our own devotional life, so that we may help them enrich theirs.

I share these ideas in the hope that each minister will examine his or her own devotional life against the pressures of his or her own ministry. Perhaps if we make a conscious effort to remind ourselves of the basic Truth we teach and endeavor to practice this Truth with greater humility, we can transform a codependent society into an innerdependent society.

Prayer Committee

Our Prayer Committee has been given the charge to create a prayer consciousness that will assure success in building a headquarters for our Association. In order to do this we need your help. Will you please pray with us that:

- ... personal will be set aside in order that the will of God be manifest in our Association.
- ... all plans, projects, goals, and activities reflect the wisdom, integrity, understanding, and joy of the Christ teachings.
- ... all persons in leadership roles are guided by infinite wisdom and love, receptive to the guidance and inspiration of the Holy Spirit.
- ... plans for our building be attuned to the true needs of the Association in order that we fulfill our purpose as a ministry of service.
- ... all practices and methods of financing and supply reflect spiritual principle, dependence on God instead of personality.

Thank you for being a vital part of this dynamic spiritual activity.

Thank You, Father, for your abundant supply of ideas, understanding, wisdom, and money with which to build our Association headquarters!

We are willing that your will be done through us.

Joyce Kramer, Chairman
Association Prayer Committee

Reflections of Service

What does our Association of Unity Churches do for me?

MINISTERS:

Placement Service
Licensing and Ordination
Insurance, Pension Programs
Contract consultation
Ministerial Training
Urban Ministerial School
Post Graduate Work
Annual Conference/Convention
Personal Counseling
Liaison and Liaison Training
Support Services Coordinator
Regional Support
Committee Service
Board of Trustees Service
Ministerial Education Council Member
Ministerial Assistance Team
Partners in Ministry Support
Prayer Support

EDUCATION:

Children's Education Training/Teaching
1993 Year of the Child Resources
Teaching Resources for Children's Program
Youth of Unity Training/Teaching/Conference
Y.O.U. Visionaries Club
Y.O.U./Y.A. "Y.E.S., I AM" Project
Video Lending Library
Uniteens Support
Regional Education Consultant's Conference
"Transformative Teachings for Modern Times"
Young Adults, Adults of Unity
Unity Single Adults (U.S.A.)
Super Seniors
Family Ministries
Church Growth Seminars
"Spiritual Gifts" Workshop/Manual
Counseling and Teaching Tools
Manuals to support many areas
Spiritual Renewal Opportunities

EXPANSION AND OUTREACH:

Pioneering of new Study Groups
"How to Plant a Church" Education
Recruitment of New Ministries
Expansion materials
International Ministry Services
Global Expression of our Unity Message
Ongoing Development of New Programs

THE PEOPLE WE SERVE

BOARDS AND MEMBERS:

Placement Service
Liaison Support
By-Laws Guidance
Study Group Support
Interim Ministry Program
Prayer Support
Management Consultants
Board Training and Advances
Commitment Program
Development Training
Regional Representatives Support
National Conventions
Board Seminar/Retreat

THE WAYS WE SERVE

CHURCH RESOURCES:

Bulletins
Liturgical Supplies
Banners, Signs
Business Cards and Stationary
Corporate Directory for Ministers and Licensed Teachers
Supplementary Educational Tools
Catalogue of special Unity Items
Friendship Sunday Materials

THE VISION WE SERVE

TRANSFORMATION THROUGH PRAYER:

Empower Humankind and our Churches through United Prayer
Be a Vehicle of Transformation as we Move into the Millennium
Commitment to the Christ Standard of Excellence

LICENSED TEACHERS

Licensing
Placement
Continuing Education Guidelines
Skills Demonstration
Post Graduate Work
Spiritual Leadership Roles
Exceptions to Ordination
Licensed Teacher Week
Prayer Support
Personal Consulting
Liaison
Committee Service
Annual Conference/Convention

COMMUNICATION:

Radio Outreach Tools
Audio/Visual Tools
Contact Magazine
Vision Newspaper
The "Associate" Computer
Bulletin Board
Yearbook
Minister's Letter
Thank You Letters
Prayer Letters
Committee Reports
"What's Happening" News
Telephone Contact
Birthday Greetings
Y.O.U. Sponsor's Pack
Prayer Panel/Newsletter
Special Services Manual
Brochures, etc.
Free Literature

ReSOURCING SPIRIT:

Development Programs to Create a
Strong Financial Base for our Ministries
Building our Headquarters
Planned Giving Programs
Sharing Expertise
Networking our Good

**OUR ASSOCIATION OF UNITY CHURCHES
REFLECTS YOUR COMMITMENT TO
EXPANDING OUR FUTURE IN THE UNITY MOVEMENT!**



Kimberly Rhyner
Support Services Coordinator

Unity Friendship Sunday September 16, 1990 A Day Your Friend Could Remember Forever.

For everyone to have a wonderfully successful Friendship Sunday there are four steps that will get the job done efficiently and with joy. They are: *establish* your plan, *initiate* this plan, the *activity* of Friendship Sunday, and *follow through*. Friendship Sunday is a great opportunity to help the minister, board members, and congregation introduce their family and friends to Unity. There must also be a desire on the part of the church leaders and members to see the church grow and prosper.

Step 1: Establishing the Plan

In planning, it is important to get the right person for the right job (one that matches the skills of the individual). Be open to Divine Mind and allow Spirit to reveal the right plan for you. There is an outline of suggested volunteer committees for both small and large churches below.

After the minister has the approval and support of the board, volunteers should be recruited. Remember many hands make light work. This entire program could be completed within five or six weeks, but it is highly recommended that you allow eight to ten weeks to give yourself more time in order to do the best

job possible. This could be the most important and rewarding program your church will have this year.

It is recommended that you hold three committee meetings within the eight or ten week period. The first meeting will be a planning meeting. During this meeting you will want to select the printed support and general material you will be using. Order all your material early. Some items will be available only as long as the supply lasts. Guaranteed shipment cannot be made after August 17. At this first meeting you can set the date for the committee to inspect and evaluate the church property. This inspection will be an in-house appraisal and is only intended to help you prepare your church facilities for visitors. Make plans at this first meeting to set up a Saturday Work Day. You will also want to make preliminary plans for Sunday itself at this first meeting. You will need extra greeters, hosts and hostesses, ushers and special music. Be sure to plan a social period before or after the Friendship Sunday church service. Also set up a follow-up committee and plan your victory celebration.

Step II: Initiate The Plan

The plan for Friendship Sunday can be initiated with the first announcement of the program in the August church newsletter. Care should be taken as to not tell the whole story until Preview Sunday, which is August 19th (four weeks before Friendship Sunday).

After supplies have been received from the Association office, distribute them to all people involved. The minister, youth education and Y.O.U. leaders should have time to familiarize themselves with their lessons. When planning your service be aware that the newcomers may not be comfortable when confronted by song titles or prayer titles that do not have any words supplied. A congregation's most familiar materials (and likely their most distinctive and their dearest, i.e., The Peace Song, The Lord's Prayer, etc.) are the most likely to get such treatment.

The Church Self-Evaluation Team needs time to inspect and report their findings to the church, posting a list of things that need repairing or replacing.

People will respond to these physical needs if they are aware of them.

The church inspection should be followed by a Saturday Clean-Up Day. This can be a fun and rewarding day to all who take part. Be sure to have plenty of food and drink for all who participate.

Friendship Sunday is officially launched on Preview Sunday, August 19th (four weeks in advance). This is an important date, for this is the day the congregation is sold on the program. You will want to hang your WELCOME banner at this time to stir the curiosity of the members and to give advanced publicity to the passersby. Hang the banner outside the church so it will be seen by all (the banner will resist wind wear and tear if it is mounted on a flat surface and not blowing in the wind). Let your bulletin board also depict and support the Friendship theme early. Place Friendship posters throughout the church in prominent places.

The minister and committee members should share the program as part of the August 19th Sunday service. They should announce who they have personally invited and who has committed to attend the Friendship Sunday service. Be sure to invite some of the influential members in the community and surrounding businesses.

Get the congregation involved! Encourage all in attendance to take posters and place them in their work place and in places where they do business. Be sure to have posters neatly printed before passing them out to the congregation. Also pass out bumper stickers and invite everyone to take part.

Step III: The Activity of Friendship Sunday

Have all volunteers arrive early. Make a final check to see that all outside litter is picked up, printed church bulletins and literature packets are available, registration book is handy with adequate pages for guests, rest rooms are well stocked and clear, check thermostat for acceptable comfort zone, and be sure flowers have been delivered from the florist that are fresh and well arranged.

Continued...

Come together for prayer and any announcements and final instructions.

Relax and enjoy this wonderful opportunity to extend our friendship to all those who have come to Unity. After service invite all visitors to your social hour. Encourage your church board and key members to be available to meet the visitors, to make them feel welcome.

Step IV: Follow Through

The fourth step is perhaps the most important step of all. For without a follow-through the whole process may be in vain or met with only marginal success. The follow-through actually starts on Sunday afternoon, September 16th, and is carried out within the next 36 hours after the service. Statistics reveal that if a contact is made within this time frame, you will have an 85% chance that your visitor will return again. Contact of any kind after 36 hours will reap only 10% success. In other words there is a 90% chance they will not return.

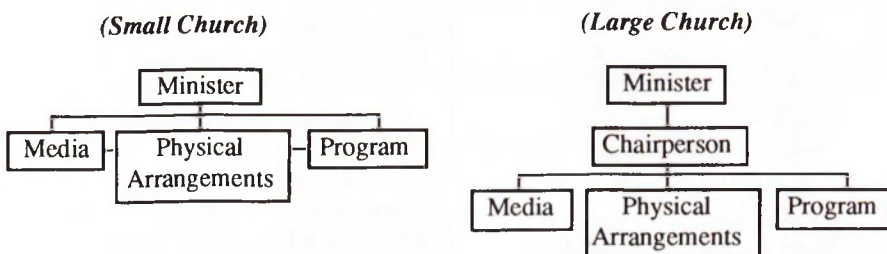
The follow-through starts Sunday afternoon, immediately after lunch, when a team of typists converge at the church, business office, or at a home with several typewriters.

It is most important that each letter is personally typed. Then the letter needs to be signed by the minister. Computer or xerox copied letters are not as effective. All letters should be hand carried to the central post office to expedite delivery (remember to purchase postage stamps prior to Sunday).

These letters should be followed by a personal phone call no later than Tuesday, September 18th. It is better to have the second contact made by a layperson. The visitor sees the minister as a person with a vested interest and will not be as effective.

Know that Spirit goes before you and directs your path every step of the way, and all of those who participate in the implementation of this special day will be abundantly blessed by their giving, not to mention the immeasurable blessings that will be received by the new friends who visit Unity.

Friendship Sunday Volunteers



Media:

1. Newspaper
2. Radio
3. Congregation Promo
4. Posters
5. Bumper Stickers

Physical Arrangements:

1. Church self-evaluation
2. Clean-up Day

Program:

1. Coordinate Sunday Activities
2. Follow-up program

Important Dates For Friendship Sunday

- July 8** Minister and board approve Friendship Sunday for September 16, 1990, as part of the church's program.
- July 15** Minister recruits chairperson.
- July 22** Chairperson recruits committee members.
- July 28** First committee meeting, make plans, order supplies.
- Aug. 1** First announcement in church newsletter.
- Aug. 18** Church self-evaluation.
- Aug. 19** Preview Sunday! Pass out media supplies.
- Sept. 1** Church clean-up day.
- Sept. 8** Second committee meeting, tie up loose ends.
- Sept. 9** Continue to recruit needed volunteers.
- Sept. 16** FRIENDSHIP SUNDAY
- Sept. 16** Follow-up program, write letters.
- Sept. 17** Follow up with phone call.
- Sept. 22** Third committee meeting, awards and celebration of a job well done!



Martha Loehr
Executive Assistant/Office Manager

Professionalizing A Ministry Volunteer Program

This is the third in a series of articles on volunteer program administration under the general theme of institutional advancement. It will focus on the processes of selection, placement, and motivation. The assumption is that the program has been planned and volunteers recruited in a carefully developed, professional format. Selection, placement, and motivation should be equally well planned and professionally executed.

Selection & Placement:

Unpaid positions, like paid ones, should be filled selectively. When individuals apply for staff positions, they are carefully screened for qualifications that fit the job. A similar approach is essential to an effective volunteer program. Once people contact the ministry about giving their time, an information sheet or application is created to capture data necessary to contact that person and identifying particular skills and abilities. This includes experience and ability in both paid and unpaid positions, as well as any special interests. Even though a person has talent in a particular area, he or she may be interested in broadening experiences. If so, it is usually best to place

them in the area of interest, even though initial productivity may be less.

In addition to the application, an interview is appropriate. Some characteristics do not show up on paper. Just as an applicant for a paid position is interviewed, so should the applicant for an unpaid one. This is particularly important for positions involving interpersonal, leadership, and/or people skills. For instance, if the ministry's receptionist is to be unpaid, an interview is the best way to determine what image the person will portray, and what impression people will receive of the ministry through this person.

With this approach, just as with paid positions, it will probably be necessary to say "no" to some people. If possible, redirect them to positions for which they are more suitable. If this is not possible, be honest. In giving reasons, be careful to speak to skills or experience needed for the position rather than an indictment of the person's intrinsic worth.

Training

How someone is inducted into the organization of the ministry is a major key to his or her success and longevity with the unpaid staff. Therefore, an initial orientation appropriately includes an introduction to the work area and other staff members, paid and unpaid. Next an orientation to the overall philosophy and culture is necessary. While unpaid staff members are usually conversant with Unity philosophy, this is the time to convey the vision and mission of the ministry along with the work style, human relationships, quality and quantity notions, and other general behavior standards. Often the administrative operation is quite different from what congregants may expect. This orientation helps familiarize the new volunteer with his or her working environment.

A second component of training is the job description. This sets out the objective expectations of the position, and the standards by which the volunteer will be viewed. The job description conveys to the unpaid staff member what the purpose of the position is, what responsibilities there are and/or tasks to be performed, the

qualifications necessary, the expected time commitment, and who he or she reports to. The training period is also a key element in motivation. This is an excellent time to discover any interest not mentioned on the information sheet that may apply to other positions. If there are other interest for which training may be available, or specific training is needed and available for the current position, this is an ideal time to state that. Additional training is a benefit that appeals to many people. Also, if other benefits are available, these should be stated. These may be expense reimbursement, free parking, an incentive program, free child care, or any number of other possible benefits. People give their time and talents because they receive something for it, whether a sense of personal satisfaction or something more concrete.

The training period length and complexity depends on the task to be performed. New board members obviously need longer, more indepth training than someone who delivers flowers. It may be determined that the time and complexity of the job is greater than the ministry is prepared to offer training for. If so, prerequisites for qualifications should be specified in the recruitment and screening process (*The Journal of Volunteer Administration*, pg 27).

Motivation:

Many unpaid staff members are self motivated. As stated, they experience self-fulfillment. This may be because they support the philosophy of the ministry, or they may be committed to a particular program. Whatever the reason for giving time, finding out the reason or reasons may be the means of keeping motivation high. Placement in an area of interest, additional training, and a variety of unpaid positions can keep the interest and commitment going.

Secondly, treating unpaid staff members as valuable members of the team is important. This includes asking for their input, and listening to suggestions. Today's volunteers want to know they

See VOLUNTEER on page 10



Carolyn Craft
Radio/Media Coordinator

Radio/Media Department Update

I. Templeton Grant Winners

1. New York City area (group of nine)
2. Merced, California, and Panama City, Florida, tied.

II. New Scripts Available

The Radio/Media Department now has 100 :60 second scripts available in "You Make A Difference" Radio Campaign. (#4030 on Resource Price List).

"You Can Make A Difference" scripts are now available in SPANISH-- 25 are now available and more forthcoming soon (#4034 on Resource Price List).

III. Debut of New "Come Grow With Us" Spots

The newest campaign, "Come Grow

NOTE: The Committee has decided to add an addendum that any winner of the Templeton Grant may reapply after two years from the year the grant was awarded.

"With Us" is ready. There are six spots in all. Sample composite cassettes were mailed in July.

IV. Ideas from June 1990 Templeton Grant Applications

From Richard Robers
Merced, California:

- * Run a community poll prior to launching a radio campaign. In the poll ask if the respondents have a church home, if they have heard of Unity, and what they have heard. Follow up with polls about every six months, and a questionnaire with self-addressed, stamped envelope to reply.

- * The theme for this ministry's radio campaign is "Coming Alive in the 90's."

From Jo Ann McClellan
Panama City, Florida

- * Enhance radio campaign with newspaper advertising.

- * By using three minute programs this church is "building a church of the air" to further their outreach.

- * Radio series includes: "Stories For Living" (minidramas with a Truth message); "You Have the Power" (messages based on the 12 Powers); "Become As A Little Child" (dialogue with children letting their point of view teach the message); and "Oh This Is What He Meant" (sayings of Jesus from a Unity viewpoint).

From Vivian Huber
New York, New York:

- * Annual fund raising activity scheduled first week of December each year.

- * Suggest a monthly tithe to radio.

- * 1-800 number for receiving calls from radio messages.

From Jim Lewis
Denver, Colorado:

- * Y.O.U. Today - Weekly Teen Panel, 30 minute program. Teens discuss issues of concern with a moderator bringing Unity principles into perspective. They plan to syndicate.

- * Telephone message center to measure programs effectiveness.

From Thelma Hembroff
Memphis, Tennessee:

- * Invite a corporate sponsor to underwrite your radio messages with a short name identification for their business.

- * Interview famous local personalities in your community and provide the taped interview to local radio, TV, and cable stations.

Please let me know if you have an interest in serving on the Association of Unity Churches Communications Committee. We need your support!

As part of the Templeton Grant Award, these ministries will be sharing their creativeness with our Radio/Media Department Library. Look for wonderful ideas to continue!

Stay tuned!

Send your ideas, samples, cassettes, and script messages to share with other ministers and leaders. Our broadcasts are growing!

PARTNERS IN MINISTRY

a network of spouses of ministers



Al Sears

Walking A Fine Line

The fine line I am addressing here is the difference between how we see ourselves and how we perceive others see us as the spouse of the minister. I believe one of the most challenging things we face as a partner in ministry is maintaining our own identity while being an active member in the church. For instance, ask yourself these two questions: "Am I defined by my spouse's occupation? Am I being treated as a nonperson?"

If you have a career of your own outside the church, the answer to the first question, "Am I defined by my spouse's occupation?" is probably no. If, on the other hand, you take an active part in the day-to-day running of the church or do not have a separate career, the answer is probably yes. This question is very closely related to the second, "Am I being treated as a nonperson?" How many times have you been introduced simply as "the minister's spouse"? Regardless of how you perceive yourself, you must deal with the projections of the congregation.

In a survey of ministers' spouses done by the Alban Institute, 75 percent of those surveyed answered "yes" to being defined by their spouse's occupation, and 80 percent answered "yes" to being treated as a nonperson. One of those responding gave an example of leading a Bible study group and feeling that she had done a good job. Then she heard a woman in the group make the comment that "it must be nice to be able to have her husband

prepare her Bible studies for her."

In some congregations, these types of projections may be very hard to change. However, if we are going to take an active part of the church, we must learn to balance our own individuality with this stereotyped projection until we can shift it. The ways to deal with this fine line are many and varied and I can't begin to cover them in this short article. Over a period of the next few months, we will explore some practical ideas relating to this issue.

One way is our own support group. Partners in Ministry, both on the national level and in the individual regions, is one such support group. We may have many excuses for not getting together, but I think we can overcome these excuses when we realize that we are all walking this fine line together.

I will share with you how I handled the situation of maintaining my own personal identity. Please keep in mind that this was *my* way of dealing with the problem and not necessarily the correct way. I felt somewhat boxed in and was losing touch with the reason I started going to Unity in the first place. I made it clear that I came to church to be spiritually fed, just like most people. I could not

do this and always be an usher or greeter or chairperson. Once in a while was OK, but not every Sunday. I stopped going to every event at the church and only went when I felt it would help me. I did not stop supporting Shay; I knew when she needed me I would be there.

What happened after a period of six months was a wonderful shift in both how I felt and how the congregation perceived me. I felt my own identity return, and at the same time I felt loved and nurtured by the congregation. Again, I certainly do not say this is the answer for everyone. I know we all have situations that require different approaches. I would be interested in the ways you have walked this fine line and, with your permission, I would like to share them in CONTACT.

In closing, let me share a bit of humor. A geologist married to a minister wrote, "As a geologist-theologist combination, we have been described as apostles of the ages of rocks and the rock of ages: heaven and earth, if you will."

Blessings!

Write: Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.

Volunteers

Cont'd from page 8

are making a worthwhile contribution. An additional way to assure them is to give them responsibility. The supervisor should assure him/herself that the volunteer is capable of following through, of course. Once assured, the volunteer will respond to increased responsibility and the increased level of trust demonstrated by it.

Another often used motivational technique is recognition. This can be as simple as a smile, a word of appreciation, or as complex as an entire recognition program. Whatever is done, it should be significant to the unpaid staff member. Some ministries have reported sending volunteers to Unity Village retreats, giving Unity books and tapes, and sending them to regional or national conferences. This could be considered an investment in internal marketing of the Unity message. Again, whatever the recognition, it must be significant to the unpaid staff

member, and the recognition must be genuine.

References:

Brown, Kathleen M., *Keys to Making a Volunteer Program Work*. Richmond, Arden Publications, 1982.

"Daring Goals for a Caring Society." *The Independent Sector*, 1986.

Gaston, Nancy A., "Easy Does It: Initiating a Performance Evaluation Process in an Existing Volunteer Program." *The Journal of Volunteer Administration*, Fall, 1989, pp 27-31.

Koenigsaecker, Scott, "How Do You Spell 'Volunteer?'" *Youthworker*, Winter, 1986, pp 28-33.

O'Connell, Brian, *The Board Member's Book*. New York: 1985. The Foundation Center, 1985.

Getting Organized

by C. Richard Stone, Chairperson
Computer Feasibility Committee

Now that we know what the root directory, directories and subdirectories are (if you don't, read last month's article first), here is how to make them, delete them, move around in them, and rename them.

Creating a subdirectory is easy. First, you must be in the directory from which you want to create your subdirectory. For instance, if you have a directory called "Expenses" and you want to create a new directory for the month of June, you must be in the "expenses" directory before you can create the "June" directory. Most of your directories will be created from the "Root Directory," usually "C:\>" (or just "C:"). Then, you type "MD (name of directory)." "MD" means Make Directory. So, to create a directory for "June" off of "Expenses," you would first make sure you are in the "Expenses" directory. Then you type "MD June."

To delete a directory, you make sure you are in the directory one level below the one you want to delete (and make sure there are no directories above it), then type "RD" (directory name). For instance, if you want to delete "June," you make sure you are in "Expenses," and

then you type "RD June." "RD" means Remove Directory. You can even change a directory name by typing "Rename." For instance, if you want to rename "June" to "May," you type "Rename June May."

Now that you have created all these directories, you need to know how to move around in them. The listing of a directory's position is called a "Path." Example: C:\letters\personal\june. "C:\" is the root directory, and "letters\personal\june" are subdirectories of the root directory. To go to "personal" you type "C:\letters\personal" and then press "enter." If you are in "personal" and want to go to "june," you type "\june" and press "enter." If you then want to go back to "letters," you type "C:\letters," press "enter" and there you are. Each of these is a path.

Next questions: Now that you have these directories, how do you know where you are? That is easy also. You merely type this command: "Prompt \$P\$G," then press enter. From then on, you will see the name of the current directory, for instance: "C:\letters\church\june>." This command can be placed in your Autoexec.bat so that the command is executed automatically. I'll tell you how to do this next month.

Sparkplugs

Talk Topics & Sermon Starters from
Unity audiocassettes

This month:

Awakening Spiritual Consciousness
by Jim Rosemergy

You and all your congregants have everything you desire! Right?

Not quite, you say?

Unity minister Jim Rosemergy reminds us that in Truth we do have all we desire! His audiocassette series *Awakening Spiritual Consciousness* helps us look again at our desires, our needs, and our fulfillment. The theme throughout the series is "What I seek is within me, and I now release this imprisoned splendor."

Living in the awareness of human consciousness or spiritual consciousness determines how much we demonstrate disease or health, lack or prosperity, or misery or happiness in our lives. Awakening our spiritual consciousness allows us to see God's perfection in the world and in all people. We live in peace, we have good relationships, we are successful, happy, and fulfilled in every area of our lives.

Awakening Spiritual Consciousness is an excellent learning tool for the new Truth student. Filled with affirmations, meditations, and suggestions for expressing Truth make it valuable for advanced students also.

Our spiritual consciousness is the beginning place for any change in life, and *Awakening Spiritual Consciousness* will be helpful to those who want to attract increased happiness. A study guide accompanies the five-cassette album.

You may order *Awakening Spiritual Consciousness* from the Sales Department, Unity School of Christianity, Unity Village, Missouri 64065. To order by telephone, call (816) 251-3571.

Beautiful Dreamer Script Available

The script for "Beautiful Dreamer," the centennial drama, is available for use by field ministries. Those wishing to have a copy may contact Debbie Bryan, Silent Unity. The scripts are being shared on a love offering basis.



Robert Ellsworth
Associate Director/Director of Education

Nurturing Ourselves-- Coping With Stress Part 1

Last month I taught a series of classes for ministerial students entitled "Healing A Ministry." Perhaps the most important segment of this series was the class on "nurturing ourselves." Ministers, teachers, and church leaders are often overcommitted. Care giving and responding to the needs of others leaves little time for taking care of our own needs.

"Burnout is a disease of the overcommitted," says Roy M. Oswald, in his new book, *New Beginnings, A Pastorate Start Up Workbook* (Alban Institute). As a rule of thumb, he says, church leaders should be able to meet their role expectations within a 50-55 hour work week! (surprised?) Stepping over this limit leaves inadequate time for rest, recreation, exercise, family life or proper nutrition. When we don't lead a balanced life, ministering to our own spiritual, mental-emotional, and physical needs, burnout isn't far behind.

Your Body Doesn't Lie. How can we tell when we are stepping over the limit? The body doesn't lie. Our body lets us know when we are pushing ourselves too hard, or not taking time to nurture ourselves. When I taught the ministerial class on "nurturing ourselves," I took the Strain Response Test (at right). Surprisingly, I found that my stress level was showing. My score was in the range where stress was starting to show its effects in my life. As I reviewed my life, I realized that for the two months previous, I had worked every weekend (as well as week days). I'd moved into a new home, traveled to give

Continued on page 13

The Strain Response

The Strain Responses Inventory is another way to measure whether you are living your life below, above, or just at your stress threshold. Stress that is no longer productive for us usually results in some sort of strain on our lives.

Strain Response Inventory

0 = Never 1 = Infrequently 2 = Frequently 3 = Regularly

- ___ 1. Eat too much
- ___ 2. Drink too much alcohol
- ___ 3. Smoke more than usual
- ___ 4. Feel tense, uptight, fidgety
- ___ 5. Feel depressed or remorseful
- ___ 6. Like myself less
- ___ 7. Have difficulty going to sleep or staying asleep
- ___ 8. Feel restless and unable to concentrate
- ___ 9. Have decreased interest in sex
- ___ 10. Have increased interest in sex
- ___ 11. Have loss of appetite
- ___ 12. Feel tired/low energy
- ___ 13. Feel irritable
- ___ 14. Think about suicide
- ___ 15. Become less communicative
- ___ 16. Feel disoriented or overwhelmed
- ___ 17. Have difficulty getting up in the morning
- ___ 18. Have headaches
- ___ 19. Have upset stomach
- ___ 20. Have sweaty and/or trembling hands
- ___ 21. Have shortness of breath and sighing
- ___ 22. Let things slide
- ___ 23. Misdirect anger
- ___ 24. Feel "unhealthy"
- ___ 25. Feel time pressure, anxious about too much to do in too little time
- ___ 26. Use prescription drugs to relax
- ___ 27. Use medication for high blood pressure
- ___ 28. Depend on recreational drugs to relax
- ___ 29. Have anxiety about the future
- ___ 30. Have back problems
- ___ 31. Unable to clear up a cold, running nose, sore throat, cough, infection, etc.

Total Score

Key:

- 0 - 20** Below average strain in your life.
- 21 - 30** Stress starting to show its effects in your life. You are living life near your stress threshold, at times crossing it.
- 31 - 40** Above average strain. Stress is having a very destructive effect on your life. You are living a good portion of your life beyond your stress threshold.
- Above 40** Unless you do something soon to alleviate your stress, more serious illness will follow.

workshops and Sunday lessons, and met with groups around work-related issues. I was stressed out, and I was about to teach a class on self-nurturing.

The Universe Always Cooperates to Give An Overly Busy Person More Than He/She Can Comfortably Handle.

The night before I taught the class, I prayed for a restful sleep so that I would appear centered and refreshed. I'd forgotten the old adage, "the faster you move, the behinder you get." Since I was already on a fast treadmill, the universe agreed to keep me there. At 9:00 p.m. the night before my class my cat didn't return home (he rarely is even permitted outside alone). I went out into the night and searched for him, and searched again at 10:30 p.m. I didn't

sleep, wondering if he was safe, if he'd been stolen, or run over or attacked by a fox. Needless to say, I wasn't centered and rested when I appeared before the ministerial class the next morning.

Have you ever noticed that the faster you move, the behinder you get? It seems the more one does, the more there is to do. Yes, it's true "if you want something done, ask a busy person." I used to think this was a tribute, now I'm beginning to sense that it's a prescription for burnout. Busy people are often those who are least able to say no.

Assessing Your Stress Level. The place to begin is to find out if your stress level is high enough to show its effects in your life. You are invited to complete the questionnaire on page 13. Be honest now! It's easy to slip into denial. Next month, we'll discuss ways to nurture yourself and reduce stress.

Light on the Path



Trish Robinson
Licensed Teacher Consultant

It's August, approximately half way into summer, which means there is still plenty of time to do all the fun things that summer was created for. Go to the beach (ocean or lake). Lay out under the stars listening to the night sounds and watching God's artwork change in the night sky. Play with the kids and animals with the water hose. Skate, bike ride, play hopscotch, badminton, and definitely go to a theme/fun park, ride the merry-go-round and enjoy the water slide. If you are not near a beach, you can buy a pail of sand to make a sand castle in your own yard. Let your bare feet squish through a mud puddle to remember why some kids love the feel. All this and a world full of more *summer* fun things to do.

Of most importance is, whatever summer activities you

do, really LIVE the experiences so that in the dark of winter you can relish the memories of summer fun. Completely enjoying fun summer experiences, the child within will emerge a little more to mingle with the other aspects of you. Thus you will feel lighter and handle situations/circumstances easier as the child within becomes a part of your overall expressing.

It's Up To You

Have you ever slid up a moonbeam?

Did you ever dance on a cloud?

Have you ever talked to the man in the moon
and had him answer out loud?

Have you ever wished you were somewhere else
and the thought transported you there?

Have you ever listened to angels sing
and found star-dust in your hair?

This world is all illusion. . .

illusion created by you.

You don't have to settle for less than best -
anything you want you can do.

You're calling the shots every day
whether you know it or not

So why not have what you want
'stead of fussin' about what you got.

The universe loves a winner
the angels are waiting to help.

There's a miracle inside you
get your dreams down off the shelf.

Life is for living in joy
reach for that highest star.

Refuse to settle for second best and
"see" just how great you are

Find out just how special you are

I know. . . would like you to know. . .
just how very special you are.

-- Trish Robinson



Marianne Hill
International Children's Education Consultant

Back To School

Back to school means back to Sunday School for many of our teachers and students. It's time to make sure the equipment is in good working order and needed materials are purchased and ready to use.

Some of the organizing and decorating can be done by the teachers at a teacher's meeting or training event held before the "Back to School" season is in full swing.

Suggested Materials

For Individual Teacher's Boxes

tape
pencils/pens
construction paper
white paper
markers
glue
children's scissors
paint box/brushes
crayons
ruler
Daily Word
handpuppet (optional)
attendance book (optional)
twine
crepe paper
zip lock bags
craft (popsicle) sticks
magazines
paper plates
visual aids



For Teacher's Supply Closet

glitter
posters
media
craft (popsicle) sticks
clay (playdough, etc.)
buttons
beads
yarn
string
surplus of teacher's supply
poster paint
containers (empty margarine tubs, etc.)



Gradually build up a teacher resource center of:

tapes
storybooks
craft books
Bibles for all ages

HAVE FUN!

Picture File

To begin a picture file or enlarge an existing one, make an assignment for each teacher to bring in four pictures, of one category, mounted on construction paper. Display all of the pictures at your teacher's meeting so everyone will be familiar with what is available.

Categories Can Be:

Animals - domestic and wild
Animal and letter cutouts
Buildings
Children
Family Living
Food
Fun
Health
Helpfulness
Jesus - pictures and stories
Learning
Maps and Bible aids
Miscellaneous Bible pictures
Nature
Negatives
Other countries and people
People
Prayer
Safety
Seasonal and holiday
Sharing
Thoughtfulness
Togetherness
Transportation
Vacations

An Open Letter

by Greg Witbeck
President, Y.O.U. 1989-1990



NOTE: PLEASE READ THIS IF YOU ARE IN ANY WAY ASSOCIATED WITH THE YOUTH OF UNITY, OR EVEN IF YOU ARE THINKING ABOUT SUCH AN EVENTUALITY. SHOW THIS TO SPONSORS, PARENTS, Y.O.U.'ers, etc., THANK YOU!

Six years ago I was thrown into a room full of people I didn't know and told not to come out until it was all over. Although I went in against my will, by the end of my first Y.O.U. meeting I was so enthusiastic that I begged my parents to let me stay after church for a rap session. And for the next six years, if I missed church, it was generally because my parents couldn't make it.

The Youth of Unity saved my life the next year when I was feeling suicidal. When I felt unloved at school, I remembered that I had literally hundreds of friends in my chapter, region, and (after my first International Conference) the world. These friends kept me alive and supported me in the years when my confidence and self-esteem were low. In time, with their support, I served as a Regional Representative, International First Vice-President, and, eventually, as International President of Y.O.U.

Doors of opportunity are opening for me now in many places, and if it were not for Y.O.U., I would not be able to recognize and appreciate them. So, in service to Y.O.U., I would like to present several recommendations for sponsors, ministers, that I feel will help them to understand and cooperate with one another more fully. So, without further ado, here they are!

Recommendations

for anyone involved with Y.O.U.

- 1.** It is very important to remember that, as adults, you are the facilitators, but not the leaders of Y.O.U. Please remember that one of the most unique aspects of Y.O.U. is that it is an organization led and run by youth. We greatly appreciate the adults who devote their time and energy to share with us. But in any capacity, from chapter to region to international, it is important that Y.O.U. provide its own leadership and makes its own decisions democratically, and that these decisions be supported by the adult facilitators.

- 2.** Y.O.U.'ers are young, and can be mischievous, impetuous, silly, and even downright rude. Just like adults! We are also human beings, and it's important to remember that we deserve as much respect as anyone else. Please don't talk down to us; it's the quickest way to lose our attention. In return, we will respect you, even if you like Frank Sinatra and don't care much for the Psychedelic Furs!
- 3.** It is as important for facilitating adults to participate in Y.O.U. activities, service projects, etc., as it is for Y.O.U.'ers. Stay in close touch with your Y.O.U.'ers so that you know what's going on, and don't have to rely on hearsay. It is much easier to earn our respect and love if we know you and have hugged you and shared with you, than if we have only seen you from an audience perspective.
- 4.** If you are giving a lesson or conducting a workshop, do so as an equal, rather than using a "teacher/pupil" arrangement. We've all spent between 10 to 14 years in school already! Give us activities involving movement, singing, discussion, and debate. When you give us portions of the Bible to study, ask us to relate why they are relevant to us now. Give us Truth principles with fireworks and brass bands, and we will remember and use them!
- 5.** Finally, a very important point. Please remember that rules always have been created for a reason, other than simply to be blindly obeyed. They are not laws unto themselves, and before a Y.O.U.'er is punished in whatever way for breaking a rule, please sit down with him or her and discuss the situation. Punishment is not always necessary. Also, if rules are set in place, it is important that EVERYONE follow them; not just Y.O.U.'ers. This reduces potential for resentment on the part of Y.O.U.'ers.

Suggestions

for chapter sponsors

- 1.** If you have a conflict or challenge with a certain Y.O.U.'er, deal with it on an individual basis, not by singling them out in front of the group. Don't allow yourself to be drawn into an argument during the group session. Dissension between sponsors and Y.O.U.'ers often leads to factions and side-taking. Deal with these challenges outside of the group's time: it prevents humiliation and large-scale confrontations.

Continued...

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

- 2.** Opportunities for discussion should be explored fully! A lesson in which we can air our opinions freely is much more interesting to us than one in which we are given an hour-long lecture.
- 3.** Be open to letting Y.O.U.'ers speak freely, especially regarding their opinions. Heart-talks are an ideal opportunity for this. Be open also to the fact that the language many of us use is quite different from that of many adults. If a Y.O.U.'er swears or discusses a viewpoint which you disagree with, keep it to yourself or talk about it objectively. It is important to remain nonjudgmental, and the quickest way to lose our trust is to wrinkle up your nose or look disgusted with something which we have said or shared.
- 4.** Try not to pick favorites. It can be difficult to love all your Y.O.U.'ers equally, but at least try! I've been very fortunate in having the love and support of both my peers and my sponsors. Often sponsors come up to me and shower compliments on me; I appreciate this, but I encourage you to shower them just as heavily on your Y.O.U.'ers. The difference between a very quiet, timid Y.O.U.'er and an outgoing and enthusiastic regional representative is often the result of how much support they are given in their home chapters, by youth and sponsors alike.
- 5.** It may be difficult not to impose your own values on Y.O.U.'ers, but it is important that you let them make their own choices about their morality and spirituality. One of Unity's greatest attractions is that we encourage free thinking, not rote acceptance. If your Y.O.U.'er has difficulty in accepting the Twelve Powers of Man for example, then don't force them by arguing why it "must be so." Explanations of your position are fine, but only if they remain free of "conversion" efforts. Naturally, the same holds true for political beliefs.

Suggestions

for ministers

- 1.** Please remember that Y.O.U.'ers are members of your congregation as well. Give us the same respect you would give anyone else. We will one day be in the "Big Church," and the best way to ensure our future support is to give us your support in the present.
- 2.** It's my opinion that Y.O.U. funds should remain in Y.O.U. hands, preferably with a treasurer. Please do not raid such funds simply because you or the board

need money. In most cases, Y.O.U. would be happy to cooperate, so please do not drain our treasuries without permission. Similarly, it is a terrible blow to the Y.O.U. when a minister or board disbands it. Please remember that in eliminating a Y.O.U. chapter you will be likewise eliminating thousands of opportunities for growth, friendship, support, and leadership for your youth.

- 3.** Take an interest in your youth! Support them, and encourage them in their studies of Truth principles. Make time to answer their questions. Recognize those who have been elected to office. Allowing an annual Y.O.U. Installation Sunday is a wonderful way to show your commitment to Y.O.U., and to allow your whole congregation an opportunity to get in touch with our powerful energy. Another suggestion is to create a position on your church board for a Y.O.U.'er from your chapter. A San Diego church has taken the initiative to do this, and I applaud this progressive setup; it gives the Y.O.U. an opportunity for greater understanding of the workings of the church and how to play an active role in these workings. Good move, San Diego!

Finally, I want you to know that my terms of First Vice-President and President of Y.O.U. have been the most significant events of my life to date. I shall always be grateful for the opportunity to serve Y.O.U. Through Y.O.U., I have grown in every facet of my life. Thanks Y.O.U.; I love you, bless you, and truly appreciate you!



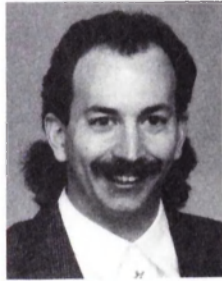
The Y.O.U. logo was designed and adopted in 1989. Its 12 prongs remind us of the 12 powers of man. The triangle represents the Trinity, as we know it in Unity, of Mind, Idea, Expression. The circle expresses the universality and oneness of all things. And the ascending dove reminds us that our joy on this earthly plane is to rise in consciousness.

Where Are They Now?

A column about former leaders of Y.O.U.

article by Ken Harrison

Scott Rattray, International Y.O.U. President during 1982-83, is now involved in the Hollywood scene. Owner of Winter Lion Picture Entertainment located in Studio City, California, the filmmaker graduated in 1986 from Texas' Southern Methodist University with a degree in cinema.



Scott Rattray

He began his career on the crew of the TV show "Star Search." He then decided to focus his energies in more productive areas on his own. Some of his projects include music videos for Warner Brothers' country artists "The Marcy Brothers."

His current project began as a screenplay written in the Soviet Union by a Kiev film group. A Soviet-American business opportunity firm asked Scott to help on the project. Since that time Scott has rewritten the project in order to make it more commercial for release in the U.S., and has traveled to Kiev to meet with the original writer and the film's financial backers.

Of all his Y.O.U. experiences, getting together annually for conference was the best. He learned the value of continuing relationships each year; something that especially applies in today's Hollywood.

In the creative field Scott says Y.O.U. helped him to

follow his own path, and "not to form your opinions based on other people's reactions," says Scott. It also instilled in him to "be the best of who you are, and what you are."

In the high pressure stress of going from project to project, Scott practices not to focus on the external things. "Be true to yourself," states Scott. "If I'm happy, then others around me will be happy also." Doing the right things, knowing that everything else will fall into place, is a lesson Scott began to express as a chapter officer at Christ Church Unity in El Cajon, California, and later as Regional Representative of the Southwest Region.

His advise to those Y.O.U.'ers who want to enter into the creative field as singers, musicians, actors, artists, or authors, is to remember that "those in a position to reject your creativity are not rejecting you personally. Your work is just not what they were looking for at that time." He encourages today's Y.O.U.'ers to be strong and true on the inside, to do their best to bring forth Truth principles learned in Y.O.U., as you take your place in the outside world.

Scott would like to hear from any of his Y.O.U. friends. You may contact Scott Rattray at:

5407 Colfax Avenue, Suite #10
Studio City, CA 91601
(818) 760-0079

This article was written by an ex-Y.O.U.'er, a former Regional Representative from the Southwest Region, Ken Harrison, who now serves as a Y.O.U. sponsor at the Unity Christ Church in Carlsbad, California. He also serves each year as the Head Sponsor at Y.O.U. Conference.

Are you a past international officer or do you know the whereabouts of one? Help us learn "where they are now" by contacting Y.O.U., P.O. Box 610, Lee's Summit, MO 64063.

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.



Inner-View

Y.O.U.er of the Month

John Meeks

Name: John Meeks

Age: 15

Family: I live with my mother, father, and little sister. Dad is my mentor, and spends a lot of time doing things with me. My mother is kind of like my personal "cheerleader" in that she is always encouraging me and giving me moral support. Both of my parents have influenced me a great deal. My little sister, Ashley, is like a companion.

Unity Center: Unity Church of Jacksonville (Florida).

Region: Southeast

Hobbies: I like to read, and collect coins.

Favorite Color: Blue

Favorite Musicians: B-52's, The Doors, The Zombies.

Favorite Movie: The Rain Man

Future Plans: Presently I am treasurer of my Y.O.U. chapter, but I have plans to do more, both in my chapter and in my region. As for long-range goals, I am interested in journalism.

Best Time In My Life: There are many special times I can recall. But, my first Y.O.U. Leadership Retreat was the first time I truly opened up and discovered things about my personality I didn't even know were there.

How I See God At Work in My Life: Everytime there is a task to perform in my life it seems to work out OK, or even better than expected; especially when I am a chairperson for a Y.O.U. activity.

Ways I Am Growing: I am experiencing many new things in my life right now. Even though things are rapidly changing, I find I don't have to change myself to adapt. I only have to be me, and if I am being myself, I am truly adapting. I am discovering that I have more capabilities than I realized, and I have within me the ability to meet new experiences.

My Wish For The World: Not only that we live in peace, but that we teach future generations to live in peace as well.

Bring Out the Best in Others?

Alan Loy McGinnis, author of *The Friendship Factor* and *Bringing Out the Best in People*, gives a portrait of a person who brings out the best in people:

- Expects the best from us.
- Loves us.
- Expresses on-the-spot praise for things we do right.

McGinnis also recommends a set of principles that can help us bring out the best in others:

1. Take a tough stand on quality. Set high standards for achievement, communicate the standards to others, and then stick to them.

2. Use specifics to compliment and encourage others. For instance, rather than "You did a good job with the meeting," say, "I liked the way you conducted our meeting today. It showed your good understanding and sensitivity."

3. Celebrate good things--even little ones. Celebrations lift the spirit and increase awareness of small things that are otherwise unnoticed.

4. Encourage or compliment people in front of others. Compliments need not be hidden. They encourage everyone, not just the person to whom they're directed.

5. Point out "heroes"--people who have done something extraordinary. Scripture does this (e.g., Abraham, Moses, etc.). When we reflect on the heroes of our faith, are we not somehow challenged to be a better follower of Christ?

6. Avoid phony pep talks. Most people know when the sentiments are not genuine, and they will begin to question your standards and motives.

"Our chief want in life," said Emerson, "is someone who will make us do what we already know we can do." Can you be this person for someone else?

Young Adult Ministry

by Ray Wiggins

International Youth Education Consultant

Unity is beginning to realize that the spiritual needs of young adults are unique and require specific programs. I hope this article will provide those ministering to young adults with practical methods of creating activities suited to young adults. The focus of young adults ministry is ages 19 to 29.

Who Are Young Adults?

In the United States, sixty-eight million women and men (41 percent of the adult population) are between the ages of eighteen and thirty-four. Clearly young adults compose a sizable group living within the communities of our Unity churches.

The developmental and religious needs of young adults are different from those of other adults. Young adulthood is marked by tensions caused by moving away from nuclear families, becoming independent, and establishing careers and by the need to discover a personal faith. The idealism of later adolescence is being tested in the world of adult responsibilities. Life is becoming more serious. Establishing a place in society, in business, or in academia is a priority on a young adult's agenda. At the same time, many young adults are coping with important intimacy needs and decisions, for instance: Is true intimacy possible? Does intimacy necessarily imply sexual expression?

An increasing proportion of young adults is single. Indeed, in the 1982 census, nearly 50 percent of young adults were single, divorced, or widowed. Thus young adults comprise a large group of unique people who often are not ministered to effectively as part of the general adult Unity population.

The mobility of young adults gives many of them little chance to put down roots. Job changes are frequent and transfers common. Many young adults look upon religious commitment no longer as a required part of their lives but as a matter that they will voluntarily settle for themselves.

The stages of faith among young adults are quite varied, and anyone wishing to minister to young adults must be able to deal competently and congenially with this diversity.

A volunteer leader of young adults should not presume anything but should take young adults where they are, inviting them to take whatever steps they are now capable of to develop their faith-life.

The Church's Concern for Young Adults

All people have an insatiable thirst for God. Perhaps the

pressures of modern society have even heightened this spiritual restlessness. The church increasingly recognizes that the spiritual hunger among young adults has not been given adequate care.

What should characterize ministry to young adults? I suggest four modes of ministry:

- 1. Presence.** Genuine outreach and warm hospitality are needed to attract young adults to participation in ministry programs.
- 2. Listening.** People want to be taken seriously, listened to with care and understanding. Rather than imposing programs on young adults, the church should follow effective outreach with listening.
- 3. Healing.** Sometimes a process of healing or reconciliation will be required by people alienated from the church.
- 4. Integrating.** A real gift to young adults is helping them become integrated into a network of friendships and into a community of peers, and eventually into the local faith community.

Young Adult Ministry is Multidimensional

In young adults ministry programs, using the outreach, community building and service dimensions is a helpful approach. Many young adults want to hear and understand Truth. Perhaps they have had only limited exposure to Unity's teaching. Or, given the pressures of different values of modern society, they need opportunities to discuss faith issues so that they can formulate their religious stances.

Opportunities to create community should also be a part of young adult ministry. Often young adults feel isolated from others who can support their principles and way of life as Truth students. Loneliness can be a crushing burden for young adults. The understanding, guidance, and challenges of a community can help young adults grow spiritually, emotionally, and professionally.

Finally, all of us want to express love to our sisters and brothers. If one has made a commitment to follow in Jesus and has shared in the benefits of community, fullness of life comes in sharing this giftedness with others. Feeding the hungry, clothing the naked, comforting the sick, visiting the imprisoned, listening to the distressed, struggling for justice, and all other forms of service not only help others but also empower us, fill us with a sense of our own blessings. This ministry to young adults should invite them to serve in ways that best use their talents.

Young adults come with a wide variety of experiences, attitudes, and lifestyles. Working with them is challenging, exciting, and extremely important to the future of the church. ■

Important Dates For 1990

Skills Demonstration Seminar (SDS)	Aug. 4-10
Y.O.U. Conference	Aug. 11-17
Executive Committee Meetings	Sept 9-14
Board Member Spiritual Retreat/Seminar	Sept. 15-21
Skills Demonstration Seminar (SDS)	Oct. 27-Nov. 2

Regional Conferences

Great Lakes Eastern	Sept. 24-26 Sept. 27 - Oct. 1	Angola, IN Hamilton, Ontario, Canada (Retreat Center)
West Central Southeast	Oct. 2-4 Oct. 15-19	Asilomar, CA Naples, FL

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



Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

7/23/90

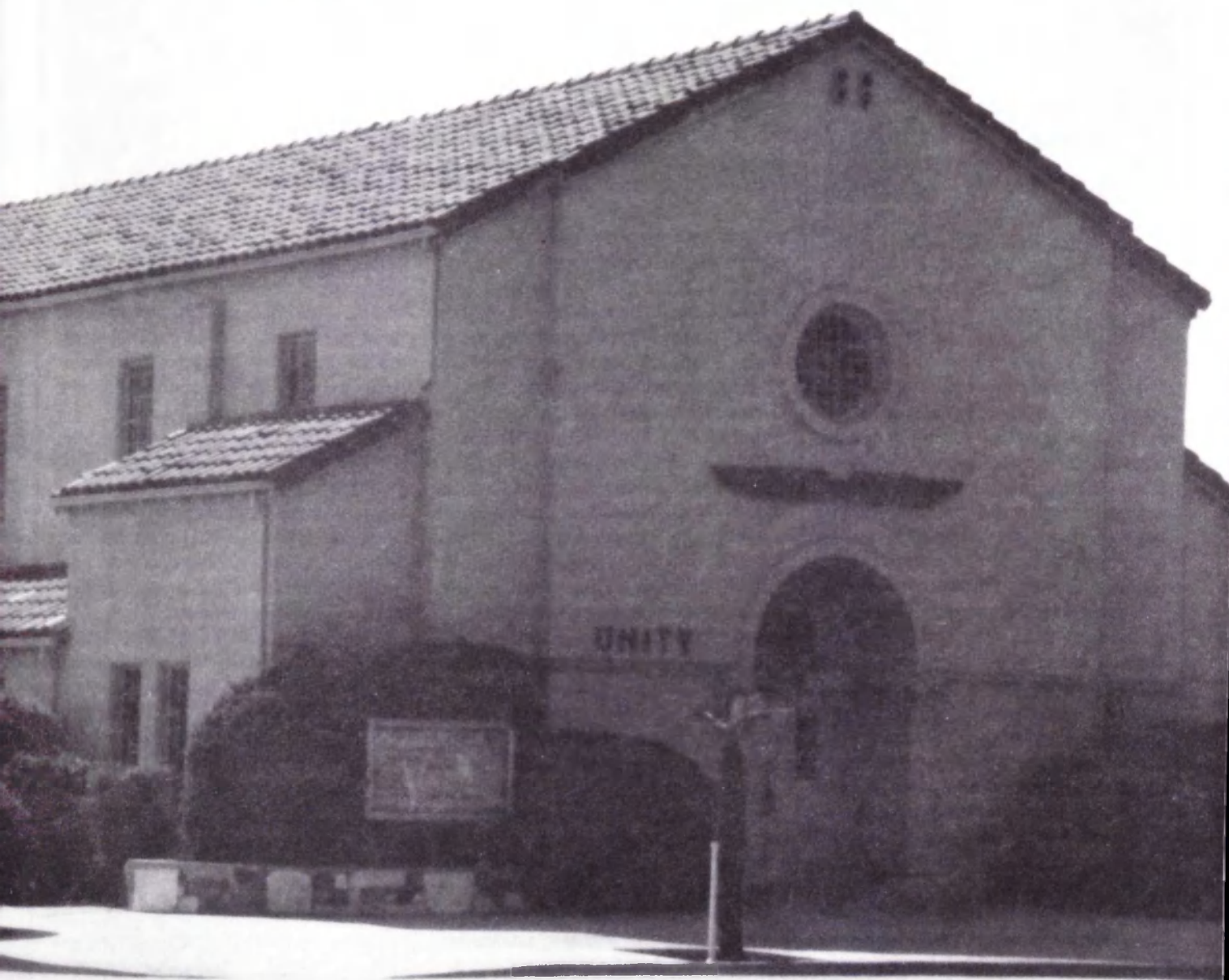
ARA HELEN MC DONALD
1017 MAGNOLIA LANE
MADISON WI 53713-2516



Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

October/November, 1990



THE PRESIDENT'S LETTER



Nancy Neal
Unity Church of Christianity
Tulsa, Oklahoma

The Ministry of Listening

Epictetus spoke a profound truth when he said: "Nature has given to men one tongue, but two ears, that we may hear from others twice as much as we speak." Unfortunately many people, including some ministers, do the reverse, speaking twice as much as they listen. Who has not endured the discomfort of an overly long lecture or sermon, or the tedium of a long-winded, one-sided conversation, or annoyance at those who feel they must speak to every issue? This is not unlike the man with his eyes swollen and his face bandaged who was asked by a friend what had happened. "Oh nothing," he replied. "Except that at a party last night I was standing up talking when I should have been sitting down listening."

Before I entered the ministry I spent several years as an account executive with Xerox Learning Systems, an educational division of Xerox Corp. Xerox Learning Systems marketed a number of management development and sales training programs, but the program that drew the most inquiries was one called "Effective Listening." One of the reasons for its popularity was the fact that countless dollars are lost and time wasted because of poor listening. For example: a businessman arrives at the airport to pick up a client at 8:30 a.m. instead of 8:30 p.m.; a shipping foreman sends a cargo to Miami, Florida, instead of Miami, Ohio;

a stock broker buys his client a thousand shares of General Electric instead of General Motors. Almost everyone can remember an incident which was embarrassing, troublesome, or possibly even disastrous, because of failure to listen effectively.

One of the keys to poor listening lies in the fact that people can think faster than they can talk. Most Americans speak at a rate of 125 words per minute, but we are able to think at least four times that fast. This results in our momentarily tuning out the speaker while our mind tends to run ahead thinking about what we are going to say in reply. Another major block to listening is the tendency to reject what we disagree with or simply don't want to hear.

The Xerox course in "Effective Listening" deals with such problems. It is a course in critical listening and develops skills which enable the average person to communicate effectively, minimizing errors such as those mentioned above. Although critical listening is highly important, especially in ministry, it goes only so far. There are other dimensions of listening to be considered.

When you need to talk about a problem or a decision, to whom do you turn? Usually, it is the person whom you know to be a good listener; one who will be non-judgmental, and one who refrains from giving unsolicited advice. The ones who help us the most are those who simply listen and support, who help us to find our own answers. Attentive listening is an expression of love. We are affirmed as a person, we are affirmed as important, by an attentive listener. Such a listener demonstrates that he/she cares, that he/she values our comments.

During the last few years there has been an increased awareness of the importance of loving and supporting one another in ministry. Ministry in this age of hi-technology with its inherent emphasis on "doing" and "doing it quickly" is quite different from ministry fifty years ago, or even twenty-five years ago. Who is to minister to the minister in this day and age? If we can't love, listen to, and support one another, we're in deep trouble. At the Association level I have observed a genuine effort to love and

support one another more than we have in the past, but it appears we still have much work to do in the area of listening to each other.

At our recent convention in Dallas it became very clear to me during the first full Board of Trustees meeting and later at the conference body meetings that many of our ministers feel they are not being listened to and that they are not making a difference in our Association. The hammer fell, and it hit me, as your new president, in both mind and heart. You and I are the Association of Unity Churches. Each one of us has the opportunity to make a difference in the forward upward movement of the Association, but it is difficult to feel one is making a difference if one feels he or she is not being heard or that no one cares enough to listen. Listening is an important part of our ministry to one another and of our desire to make the Association all it can be.

The Association exists to serve and support its member ministries. The Board of Trustees and the Executive Committee need to know how it can serve your ministry best. What programs are important to you? Are there services you never use and never plan to use? Do you have suggestions (not complaints) as to how we can improve our ministry to you? The Board of Trustees has a responsibility to serve the membership, but the field

See LISTENING on page 4

Volume 23, Issue 7 October/November, 1990 CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Unity Center - Bakersfield
Bakersfield, California
Senior Minister: Walter H. Jones

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

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Alternative Ministry Teaching Styles For The 90's Part VIII; Conclusion

In this concluding part of the present study, we shall look at the results of data analysis and its possible effect in religious classroom teaching.

This study had a single hypothesis, namely: that games and experiential education activities devised for use in secular situations are more effective in facilitating within individuals a perceived sense of self-actualization than those games and experiential education activities produced by churches and religious publishers. If this hypothesis were corroborated, it would suggest that ministers and adult religious educators would gain by both increasing the number and broadening the scope of their existing fund of games and experiential education activities by using similar teaching-learning devices planned for use by soci-

ologists, psychologists, and others in the study of human behavior under various conditions.

Utilizing a *t* test, three of the fourteen Personal Orientation Inventory subscale scores provided a $p < .05$ level of significance and one at the $p < .01$ level of significance between pre-test and post-test in Group A, meaning that these differences could not be ascribed to chance.

Using the same formula for the Likert-type Questionnaire, a $p < .01$ level of significance occurred between pre-test and post-test in Group A, again meaning that these differences could not be ascribed to chance.

The H_0 was accepted between pre-test and post-test for control Group B on all fourteen Personal Orientation Inventory subscale scores and on the Likert-type Questionnaire.

The results of the two-tailed *t* test showed no significant difference between the post-test of Group A and the post-test of Group B on either the POI or the Questionnaire. There were no differences between the experimental group A and the control Group B which could not be attributed to chance.

Finally, an inspection of the mean scores and the standard deviations of Groups A and B as measured by the POI's fourteen subscales showed that teacher differences had no significant effect on either group.

Brief Restatement of the Problem

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

tiveness of adult religious education be increased by also using secular games and experiential education activities?

Implications

It is felt that the adult religious education program investigated was worthwhile and would be a valuable addition to the adult religious education curriculum in the churches where the study was conducted. The minister-teachers cooperated fully insuring valid results. Their sustained interest in the program and belief in its value has resulted in four of the six ministers adopting the use of instructional games as teaching-learning devices for subsequent classes.

There was no significant difference between the religious and secular instructional games that could not be ascribed to chance when post-tests of experimental Group A and control Group B were compared. However, findings of the statistical analyses were accepted as encouraging since they showed that the secular games used in this study are as effective as the religious games used in this study, which prompts the conclusions and recommendations which follow.

Conclusions and Recommendations

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

Because of the foregoing conclusions, it is recommended that ministers and adult religious educators increase their present programs of instruction by using instructional games from the secular field as well as the religious field. Try it; you might find the teaching styles in this column through the last several months an important addition to your ministry in this decade.



Barbara O'Hearne
Church Development and
Management Consultant

Ongoing Board Education

Recruiting board members is considered the first step in the ongoing process of board leadership development. Once the board has been elected and officially "blessed" into service, a specific board orientation session is conducted. The objectives of this carefully planned orientation are (1) to provide specific information about the ministry and boardsmanship that will help board members assume their responsibilities effectively and (2) to begin building a team committed to serving the church or center.

A board manual is a standard reference tool used by increasing numbers of churches. This manual is most effective when it is reviewed during the orientation session and when given to the board member to read in greater detail at home. Each year information is updated and given to returning board members. The reader is referred to the article "Policy Manual" in the May 1988 issue of *CONTACT* for an indepth discussion of topics of a policy manual and guidelines for content.

While orientation is another step in the learning process of becoming a more effective board member, it is not enough. Ministers and board presidents in their commitment to excellence in ministry are developing ongoing board education

programs. They know from experience that ongoing board development benefits the individual board member, the board as a group, and ultimately the functioning of the ministry.

The skills and knowledge of board members varies widely throughout the Unity movement. Many men and women are experienced board members having served on other Unity church boards as well as community boards. Others may be serving for the first time and are eager to learn. Knowing that there will be opportunities for learning about boardsmanship and other key areas of management in a ministry helps to keep board members involved.

Board member apathy or stagnation are common challenges in ministries. There are a variety of reasons for this: not having a clear understanding of their roles and responsibilities; insufficient experience in organizing committees; or not being asked to get involved in the ministry in meaningful ways. Well designed and meaningful learning experiences can reduce apathy and increase participation.

When planning board education programs the objectives and desired outcome need to be determined. An effective way to select training topics is to review the board self-assessment survey for areas of organizational development and board performance that are in need of strengthening. The focus is best if it is long-term, not crisis oriented, or in areas that require a thorough education. Using the above criteria a wide array of topics are possible which may include:

- * committee structure and functioning
- * restructuring the board
- * roles/responsibilities of board members
- * bylaw revisions
- * recruitment practices of board members
- * impact of membership growth
- * fiscal management
- * strategic planning
- * board/staff relationships
- * utilization of technology

In addition to having the objective(s) and the outcome(s) of the session clearly in mind, the minister and board president need to determine the best type of learning environment. Options that are available include a retreat, an all-day workshop, a half-day workshop or a one- to

two-hour session prior to a board meeting. The topic or topics will help determine which training option seems to be most appropriate. Asking board members for input into the program design is important.

Concerns about time commitments to these meetings in addition to board and committee meetings should be addressed during the recruitment phase and underscored during the orientation session. Being unwilling or unable to give the time are not valid reasons because the board members were made aware of their responsibility from the very beginning.

Eva Schindler-Rainman in *The Non-profit Organization Handbook*, developed nine assumptions about volunteers that can be useful to the meeting planners. They include:

1. Build upon experiences, knowledge, and skills.
2. Participants help plan and conduct their own learning experiences.
3. Training must be practical and relevant.
4. Learning activities are best in an informal experiential atmosphere.
5. Training is planned with an understanding of time available to board activities.
6. Reward participation and indicate the value to the person and the ministry.
7. Customize the program to meet the needs of the group.
8. Provide ongoing in-service training opportunities.
9. Include all key members of the ministry minister, board, staff, and volunteers.

When developing ongoing board education programming another key question is, "Who will do the training?" Happily, there are many options available to the ministry and they tend to be topic dependent and budget dependent. The Association provides my services and technical expertise in key areas such as board leadership training, organizational development and strategic planning. This customized professional training based upon five years of experience in Unity churches is available at no cost to member ministries. In addition there are members of Unity churches who are professionals in management and have volunteered their services to their respective churches.

A follow-up evaluation of all training programs is strongly encouraged. The

See Education on page 6



Joann Landreth
Expansion Coordinator

With the resignation of Susan EngPoole, I have taken over the responsibilities of Expansion Coordinator, effective July 1st. If you should have any questions or need any guidance regarding Expansion, please let me know.

The following article is from Susan EngPoole sharing her thoughts as co-minister of Unity on the North Shore in Evanston, Illinois.

Dear Friends,

I am no longer Association Expansion Coordinator but my ministry will always be to expand the Unity movement. The form has changed to co-ministering with my husband, Jack Poole, at Unity Church on the North Shore in Evanston, Illinois. I am privileged to continue to serve on the Expansion Committee. Our committee has kept updated by attending seminars on church growth and church pioneering. It is our intention to have committee members share materials at regional conferences.

My new position allows me to implement church growth principles and share with you. When a second minister is added, one needs to focus on church growth. Since this person is me, my effectiveness will be measured in the following ways:

1. Percent of increase in worship attendance.
2. Percent of people involved in small groups.
3. Percent of people using their gifts.
4. Percent of people in outreach.
5. Percent of people participating in personal growth through our "Adventures in Spirit" program.
6. Percent of increase in number of leaders.
7. Percent of leaders meeting for resourcing and ongoing training.
8. Percent of people tithing at least 10% of income.
9. Percent of increase in church offerings.
10. Percent of people released to attend and participate in new pioneer church.

The following are two practical ideas for your ministry:

We sent postcards on two separate occasions announcing special services at Unity on the North Shore. The postcards were simple notes inviting people to church to hear our special guest speaker, and announcing a fun service which included Jack's birthday celebration and my first service as co-minister. Attendance and offerings increased dramatically. The postcards were personalized with a handwritten line or two and were printed and mailed all in a day--an easy process with excellent results.

The following letter was mailed around the first of July and received a good response:

Dear Unity Friends,

I'd like to share with you a letter I received last week.

Dear Jack,

Here it is, the last week in June already and I haven't been to a Sunday service this month! Family events and vacations are taking my "Sunday" time away.

I realize that if I'm not at church I usually don't make a weekly donation. And this concerns me. When I do come on Sunday, I just expect the nursery and Sunday school to be in operation, the flowers to be beautiful, and the service to enriching. Yet, I'm doing nothing to support the church so these activities are available to me.

To that end I'm enclosing a check to cover my "missed" Sundays in June.

I'm sure there are many other Unity members like me. I was going to suggest you read this letter some Sunday but that won't help if people aren't there to hear it!

Why don't you write a letter to all Unity members enclosing some return envelopes? If they are unable to attend a Sunday service, they would still be able to support the church and the programs that are always available to us.

Anyway, it's just an idea.

With love,
(signed by member)

This letter really hits the nail on the head! Expenses continue year round and, even though we have adjusted Sunday services to an earlier 10:00 a.m. starting time, attendance does tend to slow down during the summer months.

So I'm taking (member) advice and asking you to support the church you love when you are away. Thank you for your generous sharing.

Sincerely,
Jack Poole
Minister

P.S. I'm enclosing envelopes for June, July, and August for your convenience. Any gift you can share is very important. God bless you!

I look forward to sharing practical strategies with you in the months to come.

DEVELOPMENT OFFICE NEWS



Shay St. John
Director of Development

As Director of Development, I am often asked for materials that reflect the beliefs, goals, and teachings of our Asso-

ciation of Unity Churches. Positive, practical Christianity demands of us positive, practical tools with which to express our ideas to the world. It is easy to overlook a valuable tool in the busy activities of our day. And so I invite you to look once again at the article on page 7 by V. Stanford Hampson. It is reprinted from our May/June *Vision* newspaper.

We have formatted it into a full 8 X 11 page with space for you to place your church logo. It could be a valuable insert into welcome packets or on your free literature table. New visitors are hungry for statements of what we believe. Our teachings themselves require an openness to change and growth; yet, here is a checklist that highlights the basics of our beliefs without locking us into a dogmatic creed.

Sparkplugs

Talk Topics and Sermon Starters from Unity publications

This month:

Unity magazine, November 1990 issue

If you are a minister, here is something you should know:

***Unity* magazine can help
you in your ministry!**

Yes, *Unity* magazine can help ministers to minister! How? By reviewing *Unity* ideas and issues with you on a regular basis.

Unity magazine offers you valuable ideas for classes and lectures, and it can stimulate your creativity. The feature "Prayer Power" shares letters of answered prayer received by Silent Unity from around the country. "Viewpoints," a question and answer feature, lets you know what readers are asking about *Unity's* teachings. In "Life Is A Wonder," James Dillet Freeman shares important insights on applications of Truth principles.

Unity magazine offers the opportunity for you to consider the thoughts and

opinions of fellow Truth teachers and ministers. *Unity* magazine is unparalleled in providing lessons based on the teachings of Charles Fillmore, co-founder of Unity.

Anecdotes, affirmations, meditations, dynamic metaphysical interpretations, and exciting true life experiences are all found in this powerful magazine. One happy reader told us that even the photographs are sermons in and of themselves.

You will especially appreciate the November 1990 issue of *Unity* magazine for its emphasis on giving and receiving blessings. You may want to use ideas from these articles for your ministry and for personal inspiration.

Unity magazine can be ordered by yearly subscription or individual copy from the Sales Department of Unity School of Christianity, Unity Village, MO 64065-0001. To order by phone, call: (816) 251-3571.

Listening

Cont'd from page 2

ministries also have a responsibility to provide input to the Board. We need to listen to one another. Every member on the Board of Trustees is dedicated and committed to excellence in our organization. Each one is willing and ready to listen. Share your ideas and concerns with them. You have empowered the Board to be your representatives and to conduct the business of the Association. Much of this business must be completed prior to the annual conference, otherwise we run the risk of becoming bogged down in time-consuming debate on the conference floor. The time to speak is now and at your regional conferences, so that board members have a sense of what the field is feeling and desiring before they come together to conduct the business of the Association.

I want to listen to you. I want to affirm you as a person, a friend, and a colleague. I value your comments and will weigh them against my inner guidance in prayer, and this is also true of the Board of Trustees. Let us hear from you. We're listening!

Education

Cont'd from page 4

feedback from the participants is helpful in planning future experiences based upon what worked, what to do differently next time and what are the next topics to be explored. An initial verbal evaluation should be done at the end of the session. Two weeks later a written evaluation is conducted to find out if the learning experience really made a difference and what changes, if any, have been implemented.

Providing orientation and ongoing training for all board members enhances their skills, renews their commitment, strengthens the team, and helps to insure that the mission and vision of the ministry are realized. If your board is not involved in ongoing board education, consider developing such a program in your ministry. It is a wonderful way to provide rewarding experiences outside the board meeting.

TEST YOURSELF

Do you know what we believe?

by Rev. V. Stanford Hampson
Unity Palo Alto Community Church

We believe in the practical application in everyday life of the principles of Truth taught and exemplified by Jesus Christ.

We believe God, Divine Mind, is the source and creator of all. There is no other enduring power.

We believe we are spiritual beings, ideas in the mind of God--created in His image and after His likeness. This inner Christ nature is the real of every human being and is the source from which all life takes shape and form in our lives.

We believe Jesus was a person in history who expressed perfection and thereby demonstrated the Christ. We follow His example in word and deed.

We believe ideas are the realities of the universe, behind all results.

We believe mind is primary and causative, affecting the results in all matter.

We believe healing is ever possible because the idea of life is the Christ reality within and ideas are transcendent over matter.

We believe sin and moral evil are largely the result of ignorance and selfishness and much of what we call evil is simply our perspective at the moment. All limitation in expression is in motion to eventually demonstrate more of the divine ideal.

We believe all people are related in spirit and are emanations of the divine Father/Mother beingness of God. We respect the symbols of all religion and seek to go beyond these symbols to the universal presence that they represent.

We believe in practicing the presence of God, that we can consistently grow in a greater awareness of His power in our lives.

We believe in the eternality of every soul, without beginning or end.

We believe the Golden Rule, "Do unto others as you would have them do unto you," should be the standard of action among all people.

We believe we live, move, and have our being in God-mind; also that God-mind lives, moves, and has being in us.

We believe that, to the extent we are conscious of this God-mind, our lives take on power and authority, peace, and love.

We believe in the integrity of the soul, that it does not need outer aids or material objects to reinforce faith and bring forth the divine potential.

We believe God's peace is the reality in every soul, and as each one claims this peace, it can be manifest in world affairs.

We believe all people are children of God, loved by Him without exception.

We believe the presence of God includes abundance of all good things--health, prosperity, happiness--and as we attune ourselves to Source, we will experience the abundance of these good things.

We also believe that, as God's hands in this three-dimensional world, we have social responsibility to involve ourselves in bringing forth prosperity and right action in the lives of all people.

We believe God speaks directly to every one of us as we do not need intermediaries of any kind. We believe God's way of revealing Himself to us as natural and easy, without unusual phenomena. We can, anyone at anytime, be still and know the presence of God, which is not complicated or extraordinary.

We believe in the one presence and the one power of God the good omniscient, and the emphasis of our attention is on the invisible presence of God. Therefore our lives, while embracing the opulence of Spirit, emphasize that which is simple and natural as a means of keeping us close to Source and not over involved in the materialistic aspect of God's presence.

PASTE YOUR CHURCH
INFORMATION HERE

We believe in the strength of our oneness and join together in an Association of Unity Churches to let our light shine forth even more brightly to our world.



Kimberly Rhyner
Support Services Coordinator

Celebration of A Job Well Done!

The dust has finally settled from all those new and joyous feet that came through your church doors on Friendship



Sunday. Yet the friendship and love that was shared is still electric in the air.

Those of you who participated in Friendship Sunday on September 16 (or another date) know the true feeling of friendship shared between your congregation and the friends and family they introduced to Unity. There was knowledge gained about what Unity represents, what we believe in and the friendship and support we extend to each other. I know Spirit was active in all your churches.

To continue the growth and enthusiasm for our Friendship Sunday, I invite any and all churches to evaluate their Sunday service in all its phases and send those comments to me at the Association office. Let me know what went very well and where you had difficulty. Be as spe-

cific as time will allow. We can all assist in the fine-tuning and expansion of this program by contributing the information gained in an event that has come and gone.

I am very excited about the future possibilities for Unity's Friendship Sunday program. I was invited by a friend to my first exposure to Unity and it changed the direction of my life. Let's continue to have the path to Unity be a friendly one, filled with open arms, lots of hugs and guided by Spirit.

*So long as we love, we serve.
So long as we are loved by others,
I would almost say we are indispensable;
and no man is useless while
he has a friend.*

Robert Louis Stevenson

Charles and Myrtle Fillmore Foundation Grant

The Unity School for Religious Studies is once again the recipient of the Charles and Myrtle Fillmore Foundation Grant. The \$12,000 grant enables the faculty of USRS to call upon the expertise of Unity field ministers, guest ministers, and other expert teachers.

These guest faculty bring rich and rewarding information to the students of the ministerial program. Last year the grant provided for 35 valuable visits. These visits included speakers such as Jim Rosemergy, Dorothy Pierson, Sharon Poindexter, Ruth Mosley, Dr. Joseph Schultz, and Jim Fisher. Both the students and the guest faculty find these sessions to have great worth and value from a

learning and teaching viewpoint.

The Fillmore Foundation Board of Trustees includes Charles R. Fillmore, Connie Fillmore, and Charles McGill from Unity School; Phil Pierson, Hal Rosencrans, and Scott Sherman from the Association of Unity Churches.

The Charles and Myrtle Fillmore Foundation Grant plays a major role in the education of the ministerial students which ultimately has an impact on the entire Unity movement. The Fillmore Foundation is funded by freewill offerings. Contributions may be sent to the Charles and Myrtle Fillmore Foundation, Unity School/Office of the Treasurer, Unity Village, MO 64065.



Martha Loehr
Executive Assistant/Office Manager

Professionalizing A Ministry Volunteer Program

This is the final article of this series on volunteer program administration. In ministry this is a critical area for attention as it can have a very positive impact on finances, besides fostering a sense of ownership among members.

Evaluation

Of all the components of a volunteer program, evaluation is probably the most sensitive. Many organizations include only the evaluation of the program itself. This type of evaluation looks at the overall program effectiveness, its internal public relations, the awareness of staff and board members of its function and contribution to the ministry, and addresses those program areas mentioned in previous articles--recruitment, selection, placement, training, and motivation.

While overall program evaluation is important for improvement and refinement, the sensitive part of evaluation is that of unpaid staff members in their job performance. Recent thought accepts the need for performance reviews similar to those of paid employees. A word of caution, though. When job evaluation is established during initial development of

the program, there is less tendency toward resentment. When created later as a program addition, management must tread lightly and gradually in implementation.

One way to begin an evaluation process is to enlist some of the long-term unpaid staff in developing a method of evaluation that is sensitive and gradual. This can take the form of a task force, and the developers need not necessarily be involved in the actual evaluation. Although it may take years to implement, the gradual approach is likely to produce the greatest positive effect with the least resistance.

One gradual approach is shared by Nancy Gaston in the Fall, 1989, issue of *The Journal of Volunteer Administration* (pp 27-30). Nancy puts forth a three-year phase-in. The first year is self-evaluation. A questionnaire was designed and sent to unpaid staff members with a cover letter explaining that the process was designed to offer appropriate support, training, and service opportunities. Listening and support were vital to the success of the questionnaire, in that results were quantified and taken to heart, implementing as many suggestions as possible. The second year a revised questionnaire was mailed and followed with a peer evaluation component. Unpaid staff members were asked to pair up and critique one another's performance. Participants signed a list when peer evaluation was completed, and offered suggestions for improvement of training, procedures, or policies. Actual evaluation, however, was between working partners. The third year an objective element was added. A working scenario was given with a response form. Once completed, the volunteer met with a senior volunteer or staff member to review his or her responses to the scenario.

While the above was tailored for a particular organization, it contains many positive points of note. First it is gradual. Those new to volunteering were introduced to it as part of volunteering, while longer-term volunteers were allowed time to get used to it. Secondly, it fostered open, honest communication among peers and between workers and supervisors. There is a possible pitfall, however. This or any evaluation process will gen-

erate a great deal of information. The program coordinator must be prepared to deal with this information in a constructive way. When asked for input, but volunteers do not perceive they are heard, evaluation becomes worse than a useless process; it becomes a negative one (Gaston, p 30).

Conclusions

The most obvious general conclusion is that volunteers are little, if any, different from paid staff members. In fact, they are the same people who work for pay elsewhere. They are familiar with personnel procedures, and generally appreciate being treated as valuable staff members. Secondly, a volunteer program should be given ample planning and organization time and thought before attempting to implement it. A failed program, or one viewed as ineffective is worse than no program. It means it will be very difficult to establish an effective one. Yet the value of a successful volunteer program is enormous. People have a sense of ownership of the ministry; they feel they are making valuable contributions. They believe their input is heard and responded to, and the ministry can get much done with reduced personnel resources. This maximizes the available resources, allowing ministries to "do more with less."

References: (For more complete information on sources, please see previous articles.)

Brown, Kathleen M., *Keys to Making a Volunteer Program Work*. Richmond, Arden Publications, 1982.

"Daring Goals for a Caring Society." *The Independent Sector*, 1986.

Gaston, Nancy A., "Easy Does It: Initiating a Performance Evaluation Process in an Existing Volunteer Program." *The Journal of Volunteer Administration*, Fall, 1989, pp 27-31.

Koenigsaecker, Scott, "How Do You Spell 'Volunteer?'" *Youthworker*, Winter, 1986, pp 28-33.

O'Connell, Brian, *The Board Member's Book*. New York: 1985. The Foundation Center, 1985.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Radio/Media Survey Results

The Radio/Media Department had a 24% return on the 1990 Communications Survey. The results are as follows:

Church image most recognized or reflected through the media:

Unknown, Cult, New Age, Strange	38%
Caring and/or Community Involved	36%
New Thought, Acceptable, Practical	25%
Jesus Christ Teachings	2%

The image churches want to convey to the community:

New Thought and/or Spiritual	55%
Empowerment of congregants	19%
Community Involved	14%
Jesus' Teachings	5%

Churches are currently using the following types of media and/or advertising:

Yellow Pages	81%
Newspaper	75%
Direct Mail	49%
Radio	19%
(52% use radio periodically)	

Message length used:

20-60 second messages	44%
15-30 minute messages	22%
11-15 minute messages	15%
5-30 second messages	7%
30-60 minute messages	7%
1-5 minute messages	4%

Most Serious Environmental Problems

Water pollution	72%
Toxic waste contamination	69%
Air pollution	63%
Beach pollution	60%
Loss of natural habitat for animals	58%
Nuclear pollution	54%
Damage to ozone layer	51%

See News Item #2 for related information

How congregations measure the result of their broadcasting outreach:

Phone calls and letters	44%
Sunday attendance	31%
Tithe increase	23%
Survey of congregation	2%

Program themes that received the best response:

Healing	Faith
Family relationships	Choices
Prosperity	Disappointment
Nonreligious	Daily Word
Prayer	Living in the now
Be all you can be	Fear
You can heal yourself	

26% of responding churches
do budget for media.

Churches are supporting their broadcast outreach through:

Sponsors within their church
Tithes
Daily give-aways
Asked for financial support on the air
Feature New Thought personalities
Offer tapes or gifts

Church who would share scripts and/or produced programs with the Radio/Media Department:

Yes	46%
Did not answer question	42%
No	13%

Ministers interested in further developing their personal radio or television communications style:

Yes	41%
Did not answer	37%
No	11%

News Items

Item #1:

GOOD NEWS...from David Alexander. A radio campaign on behalf of four churches in northeast Ohio promoting Wayne Deyer just recently aired and filled Ohio's Front Row Theatre with 2,800 people. Wayne Deyer also recorded the radio tag for them. They used a number of radio stations and placed many Public Service Announcements.

Item #2:

Excerpts from Radio Advertising Bureau's July/August '90 magazine:

Survey respondents believe the most serious environmental problems to be:

Water pollution	72%
Toxic waste contamination	69%
Air pollution	63%
Beach pollution	60%
Loss of natural habitat for animals	58%
Nuclear pollution	54%
Damage to ozone layer	51%

See RADIO on page 11

PARTNERS IN MINISTRY

a network of spouses of ministers



Al Sears

Survey Results

I have the results of the Partners in Ministry survey in front of me and I will be sharing them in the next few issues of **CONTACT**. Before I get into the survey, I want to thank all the Partners who attended the Dallas Convention. Your participation, input, and feedback are sincerely appreciated. I am already planning for next year and you will see that I have taken into account many of your comments on how to make it better for us as Partners in Ministry. Enough said for now. Because of limited space I need to get on with the survey.

We had a 37% return rate, which I think is very good. The average age of those responding was 49 years. The average years married was 16, and the average years as a spouse of a minister was 10. The ten most troublesome items were:

1. Finding time for mutually nurturing activities.
2. Feelings of isolation.
3. Being able to stop talking about the church.
4. Finding friends outside the church.
5. The absence of a social life outside church.
6. Minister burnout.
7. Deciding how intimate to be with church friends.
8. The loss of weekends and holidays.

9. The lack of family time away from church.
10. The lack of personal time or privacy.

The breakdown for female/male of these ten most troublesome items is as follows:

Female:

1. Finding time for mutually nurturing activities.
2. Concern for minister's stress level.
3. Finding friends outside the church.
4. The absence of a social life outside the church.
5. Deciding how intimate to be with church friends.
6. The loss of weekends and holidays.
7. Role model pressures.
8. The lack of personal time and/or privacy.
9. The lack of family time away from church.
10. Adjusting expectations for yourself.

Male:

1. Being able to stop talking about the church.
2. Finding time for mutually nurturing activities.
3. Concern for minister's stress level.
4. Minister burnout.
5. Lack of family time away from church.
6. The lack of personal time and/or privacy.
7. Finding friends outside the church.
8. The absence of a social life outside the church.
9. Planning around church schedule.
10. The lack of needed income.
10. Dealing with rejection and/or gossip.
10. Deciding how intimate to be with church friends.

This is only a beginning to the information contained in the survey, and I will share more in following issues of **CONTACT**. I think this survey opens a lot of issues to discuss at future meetings, and I hope it will also prompt some of you to write and share your comments about the results. I would also like to share results with you at your regional conference, if someone can set up a time and place. Until next month, know that I love and appreciate all of you.

Write: **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063**, or phone (816) 524-7414 to leave a message for me.

RADIO

Continued from page 10

National advertisers such as McDonald's, Mobil, and Wal-Mart are using environmental advertising themes. 44% of adults regard themselves as strong environmentalists. Only 11% of all waste is recycled today, with 80% ending up in landfills.

This is the theme of the decade. Broadcast facilities are sponsoring marketwide "clean-up" promotions, supportive ecology groups, and are providing on-air tips to listeners regarding waste disposal and recycling. Your church or center could benefit from free, positive exposure by co-sponsoring these promotions.

Your tie-in can be in the way of financial assistance or cooperative volunteer efforts where a committee of volunteers is formed from your church to assist these broadcast facilities in the promotional activity. In exchange, your ministry would receive free air mentions. You will build a sense of community within your church as well as reach out beyond its walls to many.

Item #3:

Jack and Marsha Graf produced a commercial (one minute announcement) entitled "One Minute That Will Change Your Life." The messages aired randomly, with only two announcements per week for 13 weeks they received over 100 cassette tape requests. (Each announcement invited listeners to call 82-Unity to receive a free cassette.)

Item #4:

Our script library now includes Spanish Scripts. Our lending library now includes cassette samples of interviews with Matthew Fox. Highly recommended is Fox's "Towards A Creation-Centered Parish."

Your broadcast outreach is a blessing to many. Let us know how we can support you.

Stay tuned!

The Associate - Where Are You?

by Gary Browning
Systems Operator

The question could also be asked, "What is The Associate?" The Associate is an electronic bulletin board, a keeper of important news flashes, a place to leave messages to your fellow ministers and Association staff members, and a way of receiving important information concerning your ministry and Unity as a whole. Its advantage over the printed word and the mail service is that The Associate is a versatile correspondent that can respond to queries and current events at a speed which keeps all of its information relevant. A good example is this article which is being written on July 30, 1990, and could be immediately available to all users on The Associate's bulletin list tomorrow, July 31. Information is available 24 hours a day, at your convenience, seven days a week. The Associate can also receive information such as resumes, current events at your church, and your questions, while keeping this information as public or private as you desire.

Your next question is, I'm sure, "How can I talk to The Associate?" If you or your church has a computer (almost any computer) you are almost there. To talk with The Associate via the telephone line you need a MODulator/DEModulator. That's right, a MODEM. Your modem is then connected to a "voice quality" telephone line. A good modem (i.e., Hayes Compatible) costs about \$100. The Associate now runs at 2400 baud. That's 2400 bits of information per second moving across the phone line. It can also run at only 300 baud, but, believe me, this speed seems tediously slow. Soon there may be documents available to you as long as 100 pages, and at 300 baud it would take over 30 minutes of long distance phone time to receive this document.

Keep in mind The Associate is running on an IBM compatible machine with IBM compatible software. You can talk to The Associate with an Apple or Commodore computer. However, there are

come slight problems. Every now and then a weird character may appear on a non-IBM compatible machine. For example:

"Here is a new selection of sermons." might look like:

"Here is ^& a new se/ection of sermons." on some non-IBM compatible machines.

The communications software that you need to run your modem usually comes with your modem. If you own an IBM compatible computer there is "shareware" available. Shareware is software offered by the authors on a "love offering" basis. The communications software that I use is called Procomm and, yes it's shareware! (A copy is on The Associate for you!) There may be shareware available for your non-IBM machine. Ask another user if he or she knows of any. Many local bulletin boards have shareware available so that you need only "download" it to your machine. (A transfer from my computer to yours.)

Once you have your modem installed, simply connect it to any phone line. I use my home phone line with a double jack from Wal-Mart. The call waiting function on my phone line sometimes causes problems, but the phone company can tell you how to get around these little annoyances.

Most communications software will allow you to type in several frequently called numbers so that the computer dials the number for you automatically. Remember, the number for The Associate is (816) 525-6865. Your last task before talking to The Associate is to push the key indicated by your software to dial.

"WELCOME TO THE ASSOCIATE" will be the first message that you see. The Associate will then ask you a series of questions. Your answers to these questions allow The Associate to give you a security clearance. Clearances are not given immediately!! So, don't be

surprised if someone from the Association calls you to make sure that "you are you." We want to give you the opportunity of reading and sending private information. These questions make security possible. Now the worst is over!

Now, just like a close friend, The Associate will respond to you by your first name. In the first menu that you encounter, you will see the "magic (H)" option. By hitting the "H" key on your keyboard, The Associate will give you helpful hints as to how to proceed. Look around and don't be intimidated. You can't hurt it and it won't hurt you. Everything in The Associate is accessed by choosing functions from menus. You need only see a function that you want and hit the key indicated. Below is the main menu for The Associate.

If this seems confusing, you know what to do. That's right, choose (H) for help. After the (H) key, there is one more equally important key, the (G).

The Associate appreciates politeness. If at all possible try to use the (G) key when you want to sign off the system. Saying goodbye to the system resets it for the next caller, but if you accidentally become disconnected, the system will, after a while, realize that it has been deserted and recycle for the next caller. I would be very happy to answer any questions that you may have regarding The Associate. My home phone is (816) 524-4020, or leave a message to the SYSOP (systems operator) on The Associate (816) 525-6865. We look forward to your using this wonderful new service.

P.S. For our regular users: You may have noticed (I hope) that we were "off the line" from July 9 - 23, 1990. ... The good news is, it's the first time we've been "down" for three years. The GREAT news is, we're now operating with a new 386/20MHz system! We support COLOR and GRAPHICS too! Look for the opening soon of the CONFERENCE section for viewpoints, commentaries, and opinions.

THE ASSOCIATE MAIN MENU

B) ulletins	O) perator	H) elp	D) oors
C) omment	P) ersonal mail	L) ines per page	F) ile
E) nter message	Q) uick scan	X) pert on/off	G) oodbye
I) nitial welcome	R) ead messages	?) Functions	U) tilities
J) oin Conference	S) can messages	K) ill message	V) iew Con.

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Three Months Ended June 30, 1990

INCOME-OPERATIONS	<u>June</u>	<u>Year to Date</u>
Love Offerings	\$60,853.79	\$193,372.77
Other Income	<u>5,774.66</u>	<u>13,477.23</u>
	\$66,628.45	\$206,850.00
 Less: Tithe Transfer	 <u>6,464.10</u>	 <u>20,622.81</u>
	60,164.35	186,227.19
 Gross Profit Material	 <u>4,349.07</u>	 <u>12,778.39</u>
 Total Income	 <u>\$64,513.42</u>	 <u>\$199,005.58</u>
 EXPENSE-OPERATIONS		
 Total Expenses	 <u>\$90,564.81</u>	 <u>\$265,945.96</u>
 INCOME OVER (UNDER) EXPENSES:	 <u>\$(26,051.39)</u>	 <u>\$ (66,940.38)</u>

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

Month of May: \$12,647.93

Year to Date: \$12,647.93

Note: This contribution is a nonledger item and does not appear on the Association financial statement.



Robert Ellsworth
Associate Director/Director of Education

Nurturing Ourselves-- Coping With Stress Part 2

The day before the Unity Peoples' Conference began in Dallas, I attended a fascinating spiritual renewal seminar conducted by Dr. Bruce Baldwin. "Everyone in this room has learned how to become successful," he said. As ministers and teachers, we've taken the time and energy necessary to develop talents and polish our skills. We've taken on more and more responsibilities. Our standard of living has gone up steadily. Life is good!

Life is good - - - - and yet. . .

Successful people, however, often are not happy. We feel the weight of increased responsibilities that success brings. Timewise, we wonder how we're going to get everything done that needs to be done today. We often feel that we're spread very thin. The quality of life after work has deteriorated, and we often take work home either literally or in our heads. Many become irritable more often, and experience mild but chronic depression.

"Cheer up!" says Bruce Baldwin. "You're entirely normal. You're suffering from success, but you're burning out." Bruce explained that signs of burnout first show up in our home and personal life several years before the quality of our work is affected. Sleep patterns may become disrupted. Irritation and anger flare up more often. We don't enjoy leisure anymore, and often return to work feeling tired and draggy.

In the August/September issue of CONTACT, I shared with you that "your body doesn't lie." Several ministers called after taking the Strain Response Inventory, which measures the body's response to stress. "My stress level is high, what can I do?" was the typical question. By the way,

I inadvertently created stress for some of you cat lovers. I failed to mention in my last article that my lost cat was returned to me at 5:00 a.m. by a neighbor who found him in her garage. He spent the night there after her automatic garage door shut him in for the night.

Psychological Solutions to Stressful Living

Solutions to stressful living need to include both psychological and spiritual approaches. Let us consider some psychological solutions first.

First, seek to regain a balance between work and deeply satisfying involvement in leisure time and in relationships. The problem, says Dr. Baldwin, is that successful, responsible people find that leisure time has become less and less satisfying. Remember when you were a young adult and could take off to enjoy a party or outing at a moment's notice? Remember becoming absorbed in those activities without thinking about work and other responsibilities? Remember returning to work refreshed? You can re-establish this quality of leisure time, but it does take effort and constant attention.

Second, slow down and begin to nurture yourself. Each of us has special ways to nurture our body, soul, and spirit. Some people are in touch with what truly nurtures them, and some are not. In a recent ministerial class, I asked each student to list the things that really nurtured them. Some students listed several things easily. A few could not list more than one or two--they were out of touch with their own needs.

Third, take care of your physical needs; including exercise, proper nutrition, and deep restful sleep.

Fourth, use "transitions behaviors" to help you unwind from work and prepare you to enter fully into satisfying after-work activities. For example, listening to a restful musical tape, mediating, or exercising are some of the more popular transition behaviors.

Fifth, read and use the material in Bruce Baldwin's book, *It's All In Your Head*. (Direction Dynamics, 309 Honeycutt Drive, Wilmington, NC 28412; or phone (919) 799-6544. The cost is \$9.95 plus \$1.50 for postage and handling.)

Spiritual Solutions to Stressful Living

At the Dallas Conference, I met with the first and second year out ministers. One of the topics they discussed was the importance of self-care. Stress was a serious problem for several of them. For example:

I was a workaholic my first three months out. Now I realize I can't get it all done in one day. I prioritize four or five things a day and do them.

My biggest mistake was in not taking care of myself. I needed to play more.

Ministry can consume you if you let it.

Continued. . .

Helpful suggestions:

When I let go and let God do it, it works. What doesn't work is when I think I know how to do it.

I remind myself that this is not my work, this is God's church. I step back to see what God is going to do.

My biggest lesson was to develop detachment. It is not I but the Christ within who does the work.

I learned to let go and let licensed teachers and others get involved.

I came to admit that I couldn't do it. I release and open up to Spirit. It takes constant realization to let God do it through me.

I am avoiding becoming a workaholic by taking my days off and doing something entirely different. I took up Tae Kwon Do and at first I had to force myself to go. But after about 20 minutes, I loved it."

Light on the Path



Trish Robinson
Licensed Teacher Consultant

Ooops! I said this would be in the August CONTACT. (Do I hear something about Divine Order?)

Tips for Attaining and Maintaining Your Perfect Shape and Weight

► One-half grapefruit within a half hour after a meal seems to dissolve what the system does not need. One woman lightened her weight by 40 pounds by just eating a half of a grapefruit after lunch and dinner. A small glass of grapefruit juice periodically throughout the day seems to work just as well (I notice I eat less when I do this).

I find and spend time with friends where the words 'church' and 'God' are not mentioned.

Conclusion

I believe that God wants us to be whole and balanced. I love the poem, "If I had my life to live over again, I would start barefoot earlier in the Spring, eat more ice cream, and take fewer things seriously." I don't know about you, but I feel that Dr. Baldwin was talking to me. I feel that I am a successful person, usually doing well what I do and taking on more responsibilities. But I must admit that the quality of my after-work life has needed a lot of rebuilding. I find that when I make the effort to let go of work and truly relax and enjoy my leisure time, the quality of life improves markedly. The quality and enjoyment of my work also improves. I want this for myself and I want this for you!

► Hard boiled eggs and cottage cheese three or four times a week as a meal, or a small amount in-between or with meals.

► Exercise: A small trampoline in a prominent place. Mine used to be at the foot of my bed. Now it is in the middle of my office at home. As I'm bouncing (often my feet don't leave the surface) I do a twisting, stretching/reaching dance. Only three minutes twice a day will show a change in a short time. On the days I'm home I bounce for a minute or so when entering or leaving the room.

► Remember: It isn't what you eat, it's how you think about what you eat.

► Most important of all: EAT SLOWLY and GIVE THANKS! Thank your body. Give thanks you ARE attaining your perfect shape and weight. Give thanks you are in communication with your body. Give thanks you feel satisfied with the amount that is best for you. Give thanks, give thanks, give thanks. The more grateful you are, the more you see to be grateful for. If you did nothing in addition to this last paragraph there would be benefits.

Pauls said in Romans that we know all things work together for good with those who love God.

I believe all things *are* working together for good, yet we see it only to the degree we love God, love life, and live that love.

To me, it is comparable to "order is the first law of the universe." There is ONLY divine order, yet to see it in our lives and affairs we must *acknowledge* it and *give thanks* for it.

Let there be love in my world and let me radiate enough to fill my world.



Marianne Hill
International Children's Education Consultant

International Friends for Your Children's Program

The following idea is from Phil Schlaefter, minister, Unity Christ Church in Orlando, Florida:

"Our Youth Education department has entered this club with enthusiasm. I feel that you may want to share this idea with the whole Unity movement.

"This could be the start of something big for the USA, the USSR, and all mankind. The more we communicate with one another, the more we discover common ground."

DRUZHBA An International Friendship Club --for Kids!

What Is DRUZHBA?

DRUZHBA ("Friendship" in Russian) is a club for Soviet and American kids who want to get to know one another. You could call it a "pen pal club plus." It's more than a pen pal exchange, because you also get monthly Culture Kits and quarterly Newsletters. And it's more than a magazine subscription, because you tell us what you want to read about in the Culture Kits, and you and the Soviet kids together write the Newsletters!

When you join DRUZHBA, you'll receive a Welcome Kit that includes a cassette tape with the club song, "Russian Children," and the story of the club. The Kit will tell you how to help us choose your pen pal (who will write to you in English) and your new Russian name for your membership card!

Once you've done this, you'll start getting the monthly Culture Kits. Photo stories on themes such as holidays,

space exploration, and so on will give you an idea of what life is like in the Soviet Union. There will also be Russian folk tales to read and fun pages for learning a little of the language.

Four times a year, instead of a Culture Kit you'll receive the club Newsletter. This is printed in Russian and English on facing pages and carries in both countries the stories, poems, and artwork you and the Soviet kids create for one another. Express your feelings about the world or just make up a fantastic tale; we'll translate your work and you'll see it in both languages. So will our friends in the Soviet Union!

What Does Membership Cost?

* \$2.00 membership dues.

This covers the cost of the cassette tape.

* Stamps.

Your letters will usually need a 45¢ stamp.

* Your time and creative energy

--something money can't buy.

People today realize that international friendship is very important to the future of the world. Adults in many countries are forming friendship groups to share ideas. Children want to get to know their "global neighbors" too, but they don't have much money to spend. Fortunately, there are people willing to support with their money what kids can do with their time and imagination. What a great partnership!

Several companies that do business in both the United States and the Soviet Union have generously offered to sponsor DRUZHBA. This means that they cover the costs of printing and mailing the Culture Kits and Newsletters so that you don't have to pay a yearly subscription rate.

How Do I Join DRUZHBA?

To become a member of DRUZHBA, fill out the form below (or write the same information on a slip of paper), put it in an envelope with \$2.00, and send it to DRUZHBA, 7040 Lake Ellenor Drive, Suite 100, Orlando, FL 32809. Your Welcome Kit with cassette tape should reach you in about two weeks.

Name _____

Street _____

City _____ State _____

Zip _____ Age _____

(Very important)

☐ I have enclosed \$2.00 for cassette.



Ray Wiggins
International Youth Education Consultant

Y.E.S., I. AM. **A Dream** **Whose Time Has Come**

A creation of the 1989-90 International Y.O.U. Officers, Youth Expressing Spirit, Internationally and in America is the service arm of Y.O.U. and Youth Adults of Unity. It is open to anyone ages 15 to 29 who wish to travel to share the Unity Way of Life with people of other cultures and countries.

The International Y.O.U. Team set the example this past summer by paying their own way to Melbourne, Sydney, Brisbane, Australia; Auckland, New Zealand, and Honolulu as Ambassadors of Y.O.U. Overwhelmingly welcomed and hosted by Unity friends there, seeds of love were planted which will expand these countries awareness and commitment to sharing Truth with teenagers. Delegates from Australia, New Zealand, and Alaska attended the August Y.O.U. Conference at Unity Village.

Y.E.S., I. AM. is seeking persons 15 to 29 (plus some adult sponsors) who wish to share the Unity Spirit in Russia. The trip is set for April 2-16, 1991. A brochure of information is available from Y.E.S., I. AM. of the Association of Unity Churches. The theme is DRUZHBA, which means "friendship" in Russian.

Come join us and musician Karl Anthony for a marvelous, magical, musical adventure of love.



Unity's Year of the Child 1993
Come re-capture Myrtle's vision to
"take care of the children"



Delegates to the International Youth of Unity Conference 1990. Theme: "Reaching Out - Pulling Together As One."

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY



Youth of Unity
Regional Officer
1990-91

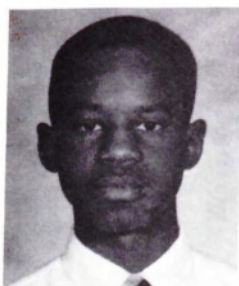


International Youth of Unity Officers 1990-90. (l to r):
Cayce Stamps, President; Emese Vudy, First Vice-
President; and Eric Smoyer, Second Vice-President.

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.



1990 International
Youth of Unity
Sponsor's Conference
Delegates



Inner-View

Y.O.U.er of the Month

Eric Ward

Name: Eric Ward

Age: 13

Hometown: Washington, D.C., is my hometown. I now live in Temple Hills, Maryland

Family: I live with my mom and dad and my 8-year-old sister, Roslyn. I also have three stepbrothers and one stepsister.

Unity Center: Unity of Washington, D.C., Amalie Frank, minister.

Region: Eastern

Hobbies: My hobbies include participating in the Rites of Passage youth program at my church, practicing karate, playing arcade games with my friends, and watching TV.

Favorite Color: Black and blue.

Favorite Musicians: I like rap and pop music. My favorite musicians are D.O.C. and N.W.A.

Favorite Movie: Kick Boxer

Future Plans: I plan to go to college and major in chemical engineering.

Best Time In My Life: Right now! I've got more freedom than when I was younger, and more friends.

How I See God At Work in My Life: I see God working in my life because I get good grades in school, people say I'm friendly, and I stay out of trouble. God helps me do all these things.

Ways I Am Growing: I know more about everything and I'm maturing.

My Wish For The World: I wish that there were no more drug abuse problems and no more crime.

What I Like About Myself: I'm a nice person.

What Others Like About Me: I'm fun to be with.

James Dillet and Billie Freeman 2nd Annual Creative Writing Awards

Recipients for the Creative Writing Awards this year are:

First: Tanya Nichole Eby for
"To The Blemishes of Society Nature
Decorates Accordingly."

Second: Ann Marie Sugg for
"As The Days Slip Silently By."

Third: Lauren Creamer for
"Returning Home."

GROUP ACTIVITY

Stubborn Donkeys and Burning Bushes

God can talk to us through the most unlikely sources. The Bible tells us He has been known to speak through almost everything from a burning bush to a stubborn donkey. In fact, the case of Caiaphas demonstrates that the Lord may even choose to speak through someone who doesn't know Him and has no conscious intention to convey His message (Jn. 11:45-52).

Meanwhile, like the people of ancient Judah, we may be rather hard of hearing: "I spoke to you again and again," declares the Lord, "but you did not listen; I called you but you did not answer" (Jer. 7:13).

Use the following exercise to provide your group a thought-provoking occasion to discover "messages" about God and the members' relationships to Him--in a rather unlikely place!

First, collect a number of secular (not religious) periodicals--magazines are best, but newspapers can be used as well. Then, at one of your meetings, break into pairs or groups of three and give each group a pair of scissors, some glue, a large sheet of poster or butcher paper, and a stack of periodicals.

Each group is to search their materials for headlines, captions, ads, sentences, pictures, or cartoons that fit one criterion: They would serve well as a "message" from God to the group or to a particular individual in the group. Think especially in terms of divine invitation, exhortation, desire, or question.

These messages should be cut out, arranged on the paper, and glued down to form a collage. At the end of half an hour, each group presents its collage

Important Dates For 1990

Skills Demonstration Seminar (SDS)	Aug. 4-10
Y.O.U. Conference	Aug. 11-17
Executive Committee Meetings	Sept 9-14
Board Member Spiritual Retreat/Seminar	Sept. 15-21
Skills Demonstration Seminar (SDS)	Oct. 27-Nov. 2

Regional Conferences

Great Lakes Eastern	Sept. 24-26 Sept. 27 - Oct. 1	Angola, IN Hamilton, Ontario, Canada (Retreat Center)
West Central Southeast	Oct. 2-4 Oct. 15-19	Asilomar, CA Naples, FL

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



Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

HERITAGE ROOM

00000

Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES
December, 1990/January, 1991



THE PRESIDENT'S LETTER



Nancy Neal
Unity Church of Christianity
Tulsa, Oklahoma

The Challenge of Restlessness

It can happen in the life of every minister. There comes a sense of restlessness, and one wonders whether it is time to make a change, to move on to another church, to seek greener pastures. Such a feeling can be occasioned by any one of a number of incidents.

Possibly after a number of years in the same ministry, the inner wellspring of ideas for fresh sermon topics appears to have run dry. You have spoken on the metaphysical aspects of each of the Ten Commandments, the Beatitudes, you have taken the Lord's Prayer verse by verse, you have dealt with the miracles and parables of Jesus, you have analyzed the 23rd, 91st, and 121st Psalms, and you have covered *Lessons in Truth* and *Christian Healing* countless times. Now what? What is there left to talk about that will grab your listeners?

Add to this other common frustrations--the leveling off of church growth, and that problem person or board who is making you miserable. Have you served your usefulness in this church? About that time the *Minister's Letter* arrives with the descriptions of current openings in the field. The lure of greener pastures tempts you to ask, "Is this the time to

make a move? A new challenge! That's it! I need a new challenge!"

Some ministers utter such words every two or three years and move from one church to another like a frog looking for a prettier lily pad. But the restlessness and divine discontent usually affects each of us at one time or another. I have experienced it myself. I am not suggesting ministers should never move or that I never will. A move is sometimes necessary for the good of all concerned.

However, before we start revising our resume, let us give further consideration to the motivations mentioned above for leaving a ministry. Let's ask ourselves what greater challenge can we have than plumbing the depths of our spiritual resources and finding fresh and creative ways to re-express the truths that we know so well in a manner that will arrest the attention of our people and challenge and inspire them anew. If we are truly attuned to Divine Mind through prayer and meditation, the wellspring of ideas will never run dry.

Most churches experience periodic plateaus. As one minister put it, "A plateau may end in a drop off or form the footstool of a mountain!" Plateaus can be resting places along the highway to greater church growth. Leaving a church because growth has ebbed may result in a church suffering a drop in attendance due to change and a sense of instability. Using numbers as a criterion for one's effectiveness may need re-evaluation as well. One might also ask, "If I failed to lead this church into growth, what makes me think I will do any better in another?"

Longevity in ministry is usually a plus. The Institute for American Church Growth has found that the average tenure for ministers in the largest churches is twenty-one years. The Institute's studies have revealed that a minister's most effective years begin in the sixth or seventh year in a church. The fact that so many ministers leave after two or three years is a major reason 80 percent of American churches are on a plateau or in decline.

One of the most challenging reasons

for wanting to leave a church is dealing with the well-intentioned dragons in the congregation or on the board--those who breathe fire by taking pot shots at the minister while at the same time believing they are perfectly justified in doing so. They feel called to "protect the church."

At such times we need to know and practice our truth with the courage and fortitude of a St. George by spending even more time in prayer and honest self-appraisal. It is quite probable that this impossible dragon could actually provide an opportunity for personal growth. We would not want to run from something God is trying to teach us. Could it be there is a dragon within us we need to slay? Moreover, every church harbors at least one difficult person. Just as we repeatedly tell our congregations, the problem is not nearly as important as the manner in which we react to it. How do we react? Is our desire to move on really our unwillingness to face the need for our own change?

What a relief it is to move on and to have already prepared and on file a considerable number of sermons that with minor revision will safely allow one to coast through many weekends ahead. But this is not conducive to growth. This could be the way to mediocrity in the ministry.

What then should we do? What is the answer? Are we to continue to stay with this ministry after the fire and enthusiasm have left us? No, this is not necessarily the answer. This is not to forever rule out the possibility of making a change, but before doing so we need to pray earnestly for a renewal of the inner fire, for the ability to plumb new depths in our sermon preparation, for new light on ways to help our existing congregation, for new insights into our own need for personal growth and maturity.

Possibly the need is not a change of ministry, but a change in the heart of the minister. This comes through prayer, the heart-to-heart talk with the Father that results in our saying, "Not my will, but Thine be done."



Glenn R. Mosley
Executive Director

Christmas and New Year: Beginnings Again

I have seven children and six grandchildren--that's my claim to fame. This year the number of my grandchildren doubled. I figured the relationship of the ages of my grandchildren and their grandchildren as it relates to the movement of Unity. We are in our second year in the second century of the Unity movement. Many exciting things are going to happen; some of them we have planned; others we have not yet even envisioned.

Many of these developmental processes this next century are going to be done by us. Some will be done by our children, by our children's children, and so on.

Many who read this are, or will be, grandparents. Have you observed that a grandparent seems to have a little longer reach and a gentler touch than the parent? That's true for me, certainly.

I was so busy taking care of the "immediate" immediately when my children were small that I didn't always understand that they were just being children. In a restaurant I was concerned that my children ought not to cry so they would not disturb other patrons. In the restaurant my real concern was that I would not be thought a good parent. The truth is that children are just children at any age.

The life inherent in children will bring about the best within them, and as that best is modeled from one generation to another, we have the possibility within the next century to create something that has never ever happened before.



The life inherent in children will bring about the best within them, and as that best is modeled from one generation to another, we have the possibility within the next century to create something that has never ever happened before. I have a prayer for my grandchildren's grandchildren who will be about forty years of age when Unity celebrates its second century. My prayer for that generation is that they will never pray for peace. I hope and pray they will never think about it. It is my prayer that peace will be so universally established that they won't need to; that everybody will have peace; that peace will so interpenetrate the consciousness of all people and all cultures, on every continent and within every heart, that there won't be a separation of nations.

It is my prayer that they will only give thanks for peace because they don't have to do anything for it. They don't have to take up arms to establish peace, which is an impossibility anyway; that they won't have to pray or do anything "peaceful" like march for peace, but just to give thanks for peace.

Those of us who are grandparents would probably, if we were called upon to do it, be willing to lay down our lives for our grandchildren. Most of us will never be asked to lay down our physical lives for our grandchildren or our grandchildren's grandchildren, but we do have a challenge before us, and that is to lay down something far more difficult to provide: a model; to lay down for our grandchildren's grandchildren a model, from one generation to the next, and so on. We lay down our lives of examples so that peace can really be established.

It is simpler for individuals to establish peace than we may have thought. Peace arises out of an awareness of the absolute good that is available, not just *to* us but *through* us. "The Father and I are one" is

basic; it was inherent in all that Jesus taught. But He didn't just believe that this was true about Himself. He said that whatever He did others could do also.

Jesus said that because He wasn't going to be around forever others would do even greater things. He assured us that others would piggyback on His shoulders; that others would do greater works. Jesus said they would, so that's not blasphemous to consider. It has been considered blasphemous for the last eighteen hundred years or so. But the First Century Christians knew Jesus meant exactly what He said: "I've done works that you've seen and you call them great, but what I'm telling you is that if you believe on this, you will do greater works. Whoever believes that this is a possibility will do greater works that I have ever done."

Through Jesus to His disciples, and over their shoulders through the generations to you and me and to our grandchildren, the message comes clearly: "I am the Christ, and the spirit of God that we

See BEGINNINGS on page 7

Volume 23, Issue 8
December, 1990/January, 1991
CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover: Unity Church of Christianity
Valley Stream, NY
Senior Minister: E. Pat Filiault

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



Barbara O'Hearne
Church Development and
Management Consultant

Self-Assessment of the Board

Boards of directors interested in making a difference in their operations and functioning are conducting self-assessments. Through a more formal process of evaluation, the board identifies the key areas of success and challenge within the structure and can set goals to enhance or improve its own functioning.

In a previous article I discussed the value and need for ongoing board development. The content of these educational experiences may come from the results of a Board of Directors Self-Evaluation.

There is value in a board deciding to assess their own performance. They can take a look at where they are and where they would like to be in the future. By coming together in a public assessment, the board examines the reality of its operations and functioning. Discovering the reality often involves doing something about it. There is an ownership for change. While many of the churches have created a vision statement for the ministry, few of the boards have created a vision of what the board of directors will look like when it is working.

For the self-assessment process to be

successful it should be self-motivated. Discussing the value to the church and to individual board members is an important preplanning prior activity. The board should assume the leadership role in planning, conducting, and evaluating the survey instrument. This can be done by a committee of the board or delegated to a consultant. The consultant's role in the self-assessment process. This needs to be understood at the onset. The consultant does not make judgments nor is hired to motivate the board to do a self-assessment. The consultant can assist in the design of the instrument, share this experience in board evaluation, or facilitate an evaluation workshop.

The board should decide in advance what it desires as outcomes of the assessment process. There are multiple outcomes which may include: improving board performance, motivation and commitment, developing a series of board development activities that benefit the church as well as the individual, and incorporating the desired changes into the annual plan. A written and verbal summary of the process should be made

to the full board. Ideally this assessment activity would be conducted every two years.

The following Board of Directors Self-Evaluation (page 5 and 6) has been used successfully with Unity churches in a variety of ways. One, as part of the planning for board retreats which I facilitate. In this situation, the ministry mails the survey to all board members with instructions to complete the form and to mail it to me in a self-addressed, stamped envelope. I compile the surveys and make a report at the retreat.

Second, to identify key areas of board development that can be part of the ongoing board education program. And third, it can be used as part of the internal analysis of the ministry in strategic planning process. Insuring all parts of the ministry are reviewed and appropriate long-term and short-term goals are set in the area of board performances.

The reader is encouraged to use the instrument and to write to me with your comments, ideas, and experiences, at 4311 Rockhill Road, Kansas City, Missouri 64110-1571.

ATTENTION! ATTENTION!

Mark these dates on your calendar:

June 9 - 14, 1991

**Ministers' and Licensed Teachers'
Conference**

Living the Vision:
Points Along the Path

at Unity Village

You Won't Want to Miss This One!

Board of Directors Self-Evaluation for Unity Churches

Designed by Barbara O'Hearne

	Excel- lent	Good	Fair	Poor	Don't Know
STRUCTURE OF THE BOARD					
1. Size of the board in relation to the needs of (insert church name):					
2. Diversity of the board (i.e., age, sex, race, areas of expertise):					
3. Usual methods of recruitment of new board members:					
4. Committee structure:					
5. Functioning of the advisory board:					
COMPREHENSION BY THE BOARD					
1. Board understands mission/goals:					
2. Comprehension by board members of board's role:					
3. Comprehension by board members of their responsibilities:					
4. Knowledge of and familiarity with the organizational structure:					
5. Comprehension of the interests of the church members:					
6. Understanding of external developments (i.e., legal, economic, that may effect board decisions:					
7. Comprehension of the present position of the ministry in the community:					
8. Ability to sense the role of, or a vision for, the next five years:					
PRACTICES OF THE BOARD					
1. Manual of policies and procedures:					
2. Recruitment practices:					
3. Frequency of board meetings in relation to the ministry's needs:					
4. Attendance of board members at meetings:					
5. Premeeting package of information material sent in advance:					
6. Financial and other reports evaluated in terms of. . .					
Intelligibility:					
Completeness:					
Meeting the needs of the board:					
7. Statements in the bylaws and policies covering the conduct of board members in respect to attendance at meetings, conflicts, term of service, confidentiality, etc.:					

	Excel- lent	Good	Fair	Poor	Don't Know
PERFORMANCE OF THE BOARD					
1. Formulating short-/long-range goals:					
2. Ability to monitor its own accomplishments and progress:					
3. Achieving goals set one year ago:					
three years ago:					
4. Willingness to seek outside consultants and technical assistance:					
5. Cooperation among board members and ability to act as a team:					
COMMITTEE					
1. Bylaw provisions or policies stating functions/duties/authority:					
2. Functioning of the committees:					
3. The format of committee report:					
4. Methods of receiving, approving, or amending/recording reports:					
BOARD MEETINGS					
1. Format of the agenda:					
2. Preparation by board members:					
3. Quality of discussion:					
4. Division of meeting time between day-to-day operations, policy-making, and planning:					
RELATION WITH MANAGEMENT					
1. Board's working relations with the minister and staff:					
2. Understanding of areas reserved for board decisions:					
CHECK ONE					
ADVOCACY, COMMUNITY RELATIONS, PHILANTHROPY	Yes	No			
1. Do friends/associates know you are a board member?	<input type="checkbox"/>	<input type="checkbox"/>			
2. Have you hosted meetings with friends/associates on behalf of your ministry?	<input type="checkbox"/>	<input type="checkbox"/>			
3. Do you provide unrestricted gifts to the budget you approve as a board member?	<input type="checkbox"/>	<input type="checkbox"/>			
4. Would you solocit your friends/associates and family members for gifts to your ministry?	<input type="checkbox"/>	<input type="checkbox"/>			
PERSONAL PERCEPTIONS					
1. Is board membership a source of pride/personal fulfillment?	<input type="checkbox"/>	<input type="checkbox"/>			
2. Can you do more to help than you have been asked?	<input type="checkbox"/>	<input type="checkbox"/>			
3. Should there be an annual review of board member performance?	<input type="checkbox"/>	<input type="checkbox"/>			

(over)

4. What would you do if you were chairperson of the board?

5. What are your greatest rewards in serving as a board member?

6. What are your biggest disappointments in serving as a board member?

7. What are the two greatest strengths of your ministry?

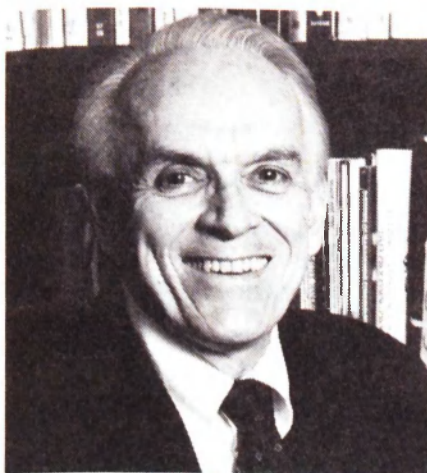
8. What are the two weaknesses of your ministry which concerns you the most?

9. Do you have any other comments or suggestions for the effective operations of the Board of Directors of your ministry?

Number of years on the board: _____

Signature (optional) _____

THANK YOU FOR YOUR PARTICIPATION.



Dick Connor

Church Growth & Development
Consultant

The Deadly M's of Ministry Management

I wish this series of articles wasn't necessary. I love to share ideas that describe tools and approaches that are positive and work. And sometimes a thoughtful analysis of ineffective approaches can be enlightening, so here goes.

Listed below are the most common and deadly M's I encounter in my work with infield ministries:

- **M**anipulating manifested substance
- **M**aintaining the Maintenance of the ministry.
- **M**isusing relationship
- **M**onumenting movement
- **M**oving out in the face of poor performance, and
- **M**imicking another ministry

In this article I'll focus on the first M. Later articles will address each additional M in turn.

Manipulating Manifested Substance

Charles Fillmore opines, "Body is the outer expression of consciousness. Soul, man's consciousness, makes the body. The body is the outer expression of the soul, and bodily health is an exact correspondence to the health of the soul."

Emmet Fox, in *The Mental Equivalent*, states, "The mental equivalent of the thing we desire, our seed idea, will manifest in the outer. The manifestation in the objective world will exactly equal its inward conviction."

And finally, Thomas Troward in *The Edinburgh Lectures on Mental Science* states, "The absolute is the region of causes, and the relative is the region of conditions; and hence, if we wish to control conditions, this can only be done by out thought--power operating on the plane of the absolute, which it can do only through the medium of the subjective mind. The conscious use of the creative power of thought consists in the attainment of power of Thinking in the Absolute."

Every Unity minister and Unity student on the path knows this material. Yet in struggling ministries I've served, the first knee jerk reaction to a negative condition seems to be "This isn't good; we've got to get moving on this (to 'fix' this) and here's what has to be done!"

The most frequent goal these troubled ministries strive for is to try to get more people to either become members or to attend the ministry celebration services. There is nothing inherently "wrong" with these goals. Yet in exploring the underlying reasons for these goals, an often subtle lack consciousness underlies this action.

Trying to fix a negative condition simply does not work in the long term. Troward states, "Conditions. . . are no sooner called into existence than they become causes in their turn and produce further conditions, and so on *ad infinitum*." That's why the neat actions you take to fix a negative suddenly turn to dross the moment you take your attention and energy away from them.

Add to this fix-it approach the tendency to cloak the symptoms in the old standby, "We've got a (prosperity/health/etc. challenge) which does not define exactly what the unwanted condition or lack is, and you have the ingredients for effort, toil, struggle, and disappointment when "nothing we seem to do will turn this thing around."

Some well intentioned leadership team members compound this difficulty

by using nonreality-based affirmations which only confuse the subconscious. For example, one ministry was struggling with monthly deficits which were showing no signs of ending. Yet the minister and key board members, only one of whom tithed, glibly affirmed, "Father-Mother God, we joyfully affirm the overflowing abundance which is blessing this ministry." In working with such a ministry it wasn't until we re-framed the affirmation in reality-based terms that the situation finally began to resolve.

Beginnings

Cont'd from page 3

call Christ in human beings, is inherent in you as well."

Here we are at the brink of the third millennium and we're experiencing some of the greatest possible transformations the world has ever known. Peace is breaking out all over. The freedom effort in China in the summer of 1989 which appeared to fail has paved the way for new freedom experiences for China in the next few years.

Perhaps you saw the news program early in 1990 where Connie Chung was being interviewed. The question asked or her was, "Connie, your father still has many relatives in mainland China. What is the word that you get from them? Or do you get any?" Her response was:

"Yes, we get many messages, and they are clear that by 1995 there will not only be another peace effort in Red China, but that it will be a successful effort.

"The reason for it's success will be that last year's effort was a beginning. It brought to the attention of at least a billion people the need for change, the need for reform, the need to experience inherent freedom.

"One of the things that will happen is that the old men who have controlled China for the last forty of fifty years will be gone: if not dead then at least not in power, and the forty-to fifty-year-olds who will replace them will support the liberation efforts."

The efforts at freedom the world over are precursors of each person's coming to know him/herself as Christ. Merry New Beginnings.

Salary Survey



Joann Landreth
Expansion Coordinator

The Association of Unity Churches Expansion Department requests your help. Your filling out this salary survey will provide a valuable compensation resource to member churches. The results of this survey (highs, lows, and averages by geographical region and church size only) will be printed in **CONTACT**. Thank you for your cooperation in completing this form. This information will be invaluable in my consultations with board members and ministers. In order to maintain your anonymity, we are asking that you return the survey to:

Barbara O'Hearne
4311 Rockhill Road
Kansas City, MO 64110-1571

Barbara will destroy the envelopes and return only the completed forms to me.

Salary Survey Form Unity Church Staff Salary Survey

I. Region _____ Avg. Morning
Worship Attendance _____ Annual Budget \$ _____

- II. Church Staff Compensation: Notes: Combination Positions, use position where most of work is done.
If house and auto is provided, estimate dollar value of these for your area.
Do not include part time positions (less than 30 hrs./wk.)
Please use annual amounts.
Please return your completed questionnaire to the above address.

All responses should be dollar amounts rounded to the nearest \$100

FULL TIME STAFF ONLY (30 + hrs./wk.)	Base Salary	Housing/ Utilities	Retirement	Social Security	Insurance	Total Comp.	These are additional benefits not usually included in Total Compensation			
							Auto Expense	Conv. Expense	Continuing Education	Other (Specify)
1. Senior Minister										
2. Associate/Assistant Minister										
3. Education Director										
4. Music Director										
5. Church Business Administrator										
6. Youth Director										
7. Children's Director										
8. Preschool Director										
9. Organist/Pianist										
10. Executive Secretary/Admin. Asst.										
11. Office Secretary/Receptionist										
12. Financial Secretary/Bookkeeper										
13. Maintenance Supervisor/Custodian										

PLEASE NOTE: No individual church statistics will be reported in the published survey results, only highs, lows, and averages by geographical region and church size.

For Your Information: John Y. Elliott, in his book, *Our Pastor Has An Outside Job*, wrote, "In 1950 a congregation with 60 persons attending regularly could afford a full time pastor. In 1980 a congregation must have 150 who attend regularly to afford a full time pastor." In 1990 that figure is probably 180-200.



Shay St. John
Director of Development

Once upon a time a young boy named Sid received for Christmas a shiny silver new pail. He was so excited at this gift that he no longer dreaded the chore of walking to a nearby farm to purchase milk for the family. Eagerly he awoke the morning after Christmas, donned his warmest clothers, checked his reflection in his gleaming new pail and left the house swinging this glorious gift joyously as he strode brightly down the path.

He had not journeyed far when a neighbor called to him. She was an elderly woman, who often stopped Sid to chat and ask a small favor or two. He never minded. She had no children, and Sid felt a special connection with her. Besides, he wanted to show off his beautiful Christmas present!

"A shiny new pail," she said. "Isn't it lovely? And so very useful. Let me see it." She took the pail from Sid, remarking on how sturdy it was, and how perfect for carrying things. Without a moment's hesitation, she dumped the scraps from her morning breakfast into his sparkling pail. "There," she said. "You can give those to my pigs when you pass. There are more in the kitchen. Get them and say 'hello' to farmer Brown when you see him."

Sid's eyes were wide with disbelief. He looked into his shiny new pail, now dulled with the clutter of half-eaten food. Being the polite young lad he was, he did as he was told. But tears filled his eyes as he dumped even more garbage into his shiny new pail.

The pigs were delighted to see Sid. So excited were they, in fact, they could not wait for him to empty the pail carefully into their trough. The snout of the oldest one knocked the pail from his hands, and the whole clan of pigs tromped and stomped and kicked their way over, into, and under his pail. Finally when Sid was able to retrieve his shiny new pail, it was no longer shiny nor new. Dents, scratches, and remnants of garbage had all but destroyed it!

"Once upon a time," the story begins. Yet I trust you can feel the part of yourself that is so like Sid. This Christmas you are given a shiny, new consciousness into which to place the constant inspirations of the indwelling Christ. Eagerly, you accept this gift and go forth into the world to do the work that is to be done by you.

A trusted friend, perhaps even a family member, begins to dump "left-over" disappointments into your shiny new consciousness. The daily experiences of life stomp and tromp their way through your heart, and this shiny, new consciousness is dented and scratched in the process.

What we all too often forget is that Sid had a choice. He could have refused to carry the garbage of others--even those he loved and respected. He understood the true purpose of his shiny new pail. Yet he allowed the needs of others to distract him from his goal.

We, too, have a choice. We can choose to keep our consciousness radiant with light, even in the darkest of light's experiences. Or we can allow it to become polluted with the negativity and limitation of others. Before us stretches a glorious new year. It requires of us a willingness to shine up our consciousness, each and every day.

In the Development Office of our Association of Unity Churches we affirm our eager response to this requirement of living joyously and fully in the now moment. Our consciousness is gleaming with the vision of a fulfilled dream--our new World Headquarters in which to serve you, our member ministries better. The commitment we have is to keep our "reflections of service" radiant with God's light and love. And we celebrate your joining us in the expansion of our Unity light throughout our movement!

Sparkplugs

Talk Topics and Sermon Starters from Unity publications

This month:

Revelation: The Road to Overcoming (An Interpretation of The Revelation to John) by Charles A. Neal

What makes us waiver on the path of spiritual enlightenment? In his new book Revelation: The Road to Overcoming, Unity minister Charles Neal says that we waiver because we have forgotten what it was like in the beginning. When we were new to Truth, we sparkled--we were happy and enthusiastic about life. All was good! Somehow, we lose our way, if only temporarily, and can't seem to get back on the path. It is primarily for this reason that Reverend Neal writes his book.

Charles Neal's experience as a minister and counselor has revealed to him that many Truth-seekers want and need a "hands-on guide" to overcoming challenges. His book is just that! He gives a new dimension to the book of Revelation with easy-to-understand metaphysical explanations of names, phrases, and experiences. Rather than use "The Revelation to John" as a mystical and foreboding prophesy, he turns it into a practical, present-day guide for those who seek higher spiritual growth.

The secret to overcoming is looking at what Reverend Neal calls "dry patches" in our spiritual unfoldment as opportunities to learn and grow. As we study Revelation: The Road to Overcoming, the graphic descriptions in Revelation become pictures of the "single individual soul." These visions help us look at ourselves and progress higher in our spiritual journey.

Revelation: The Road to Overcoming (An Interpretation of The Revelation to John) is an informative and well written "wayfarer's survival handbook." You will find this new book useful in your personal preparation for ministry. It also lends itself easily to group study sessions.

Revelation: The Road to Overcoming (An Interpretation of The Revelation to John) can be purchased through the Sales Department of Unity School of Christianity, Unity Village, MO 64065-0001. To order by phone, call: (816) 251-3571.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

The Unfamiliar

Having grown up as an Episcopalian, I attended services every Sunday for many years and felt quite comfortable with the standing, sitting, kneeling, communion of bread and wine, and the various doctrines and doxologies that became familiar to me. It was always *un*-comfortable, however, to take a girlfriend or boyfriend who was not Episcopalian to my church because they felt so intimidated with what was *unfamiliar* to them. For them, there was discomfort in not being familiar with what to do. They wondered: "Will I be conspicuous?" "Will I have to do something that is against my principles?", etc.

How often does the idea of Unity cause discomfort to some people? How often do you hear the question asked: "Is Unity a cult"? And how often do you see brand new faces in your church reflecting an overcoming of the above due to a silent seeking, clarification, a divine appointment "happenstance"; or a new sense of familiarity with who we are and what Unity is about?

For reasons I am now coming to understand, during most of my adult life I seemed to want to be in leadership roles. I wanted to pioneer new territories even when the view was bleak or when it was uncomfortable or unfamiliar. In some situations there was a sense of mission. In others, there was a need and yearning to risk or stretch beyond expectations--to be first.

GOOD NEWS

Thank you for the ministry you provide through the media. As a personal testimony, let me say that the first exposure I had to Unity was a 60-second radio spot of "The Word" in Memphis, Tennessee, in 1975. I was desperately seeking a vehicle for spiritual growth and exploring many alternatives. It was not until 1982 that I discovered the existence of Unity churches. I know that the intervening years' experiences were necessary, but I can't resist the temptation to imagine "what if I had found Unity earlier in my life?" So I dedicate my life to sharing this great truth of love with others.

--Helen Nelson
Administrative Assistant
Unity Church of Little Rock, Arkansas

Even though I now celebrate this personal sense of adventure, I also remember many times when I felt reluctant to experience or get involved with what appeared unfamiliar. Have you not experienced this? Even a new hotel room feels foreign to you until you have learned the restaurants, what activities are close at hand, and what the hotel has to offer.

I can remember passing a Spanish church one Sunday morning. I wanted to go inside. I wanted to share their experience. Yet, even with my sense of adventure and questing I did not feel comfortable enough to go in. After all, I might not know what to do.

How many of the "unchurched" in your community or city pass by your church or center during the week or on Sunday and do not come in because they "will not know what to do"? They fear the perception they already have of Unity; or they are unfamiliar with Unity and to enter would truly risk being vulnerable or

different.

I believe there are millions of souls who are seeking Truth and do not know it. We have an opportunity to share the message of Unity with them today. I believe it is our responsibility to let them know WHO and WHERE we are. As ministers, you empower your congregations. Empower the *unchurched*. Lead them to your doors. Broadcast your message beyond the walls of your center. Speak by way of Radio to those souls who may feel a reluctance to embrace Unity. Use Radio to dissolve the walls around your church. Radio will not only expand your ministry--Radio will expand Truth and dissolve the veil of disillusionment that the unchurched may feel toward Unity. In so doing, you will be creating with Spirit and reaching and empowering others in this world.

We gravitate to what is familiar, yet our divine purpose is continually to be recreating, transforming, and experiencing soul unfoldment. We all need a church home that is familiar and lends itself as a nurturing support to do these things.

As Unity ministers, you can: a) dispel any disillusionment toward Unity, b) invite participation, and c) celebrate the Truth that sets us free, when you share Unity's message through Radio. When potential Unity students (the unchurched) feel familiar with your ministry, they will respond in an outward way. Share your message through Radio--today and everyday.

Stay tuned!

Jack and Marsha Graf, Raleigh, North Carolina, produced a commercial (one-minute announcement) entitled "One Minute That Will Change Your Life." The message aired randomly, with only two announcements per week for 13 weeks and they received over 100 cassette tape requests. (Each announcement invited listeners to call 82-Unity to receive a free cassette.)

Unity in the Black Forest-- A Memorable Experience

by Debby Henry, Editor - Vision

If I was a minister with a church congregation and I was seeking a group retreat location, I would consider Lichtquell, West Germany.

I was afforded the opportunity to attend the first American Unity retreat at Lichtquell, thanks to the generosity of Peter Wenzel, Unity minister, and his wife, Esther. I joined with a group of 42 congregants and Les Saunders and his wife, Natalie, from First Unity Church in St. Petersburg, Florida.

There are over 40 retreats annually representing different themes/speakers at Lichtquell. The retreat itinerary I attended was scheduled with alternating tour days and seminar days, which was effective for rest and reflection.

Lichtquell means "Light Source." Lichtquell retreat center is located in the Black Forest in Todtmoos, West Germany. A 100-year old Black Forest house, Lichtquell has over 40 rooms, a bookstore, a meditation "light show" room, a meeting room (uniquely designed for Truth teaching), and a restaurant. Exquisite vegetarian meals are served three times daily in a charming atmosphere of elegant taste. The hotel staff is to be highly commended for their excellent service.

Peter and Les shared the teaching. This seminar was about "dreams" which proved to be individually rewarding. The teaching was enlightening amidst the divine guidance of the enchanting Lichtquell atmosphere. It was as if one stepped into another place in time--playing a character in a fairy tale. (Is this the Black Forest where Robin Hood lives?) Les wears a men's necklace with a jewelry-designed wolf figure that is very special to him, thus it seemed appropriate at the time to refer to Les as the "wolf." So our teachers were known as "Peter and the Wolf"!

The scenery at Lichtquell is beautiful and inspirational in itself. The climate preserves the beauty of the greenery and flowers. In the nearby village, the sounds



Lichtquell Retreat Center in Todtmoos, West Germany.

of German music and cathedral bells fill the air.

Peter and Esther Wenzel and retreat director Roswitha Desch live in the charming village of Todtmoos. In Todtmoos there is a beautiful old cathedral with scientifically proven "spiritual energy" locations and to this day people travel to this place for answered prayers. The group visited the cathedral and several participants experienced the "spiritual energy" locations within the cathedral building.

The tour days were treasure hunts. The group traveled by bus to several places in West Germany, France, and Switzerland--the Rhine River boat trip, the mineral hot pools in Switzerland, the vineyards in France. The bus driver, Heinz, drove on some roads that were mere paths with no room to spare!

One of my personal highlights took place in Equisheim, France. The group had just climbed a steep hill to tour an ancient monastery. I was standing on the steps of the monastery trying to take a picture of a statue of a saint. The statue was intriguing--it looked human! I was looking up at the statue, tilting my head, focusing my camera, and I barely moved my right foot to catch my momentum--my foot twisted, the ankle broke, and I fell over!

After taking an x-ray of my ankle, I was informed by German doctors that I needed surgery. I chose to fly home instead and arrived four days earlier than the rest of the tour group. I flew home first-class on Swiss Airlines. I was in pain, yet I was at peace.

When I arrived in Kansas City, my foot was very swollen. My doctor advised that

I stay home and keep my foot elevated. One week later my new x-ray showed no dislocation and no surgery was needed! Praise God!

I am thankful for my friends and family who prayed for me--I sensed their prayers. My cast was removed in seven weeks and I am healing well. I went through several stages of "inner healing" during my recovery period; and I rested peacefully (which was overdue)--more so than I had in a very long time. I have learned to allow myself more "me" time.

Preparing, on very short notice, for the trip to Lichtquell was a journey in itself. In obtaining information to apply for a passport I discovered the full names of two half-brothers. I am now on a genealogy search to locate them. (Thank you Association staff for your support and encouragement.)

I also am not really comfortable flying in an airplane even though I have flown several times. At Lichtquell, the gracious retreat leader, "Sweet Roswitha," gave me a beautiful necklace and blessed me with peace. The necklace is unique because in the middle of the jewelry piece is an airplane!

My thoughts still linger of special moments--driving through the Black Forest at night, walking through the hills and longing to sing "The Sound of Music," the food (Swiss chocolate, Swiss cheese, French wine, fresh apricots, herb teas, bottled water, warm colas), driving fast on the autobahn, crossing passport check areas, the Lichtquell dinner bell ringing, feather comforters and European pillows, white cows, vineyards,

See JOURNEY on page 13



Martha Loehr

Executive Assistant/Office Manager

NEW TELEPHONE SYSTEM

After such heavy subjects as volunteer programs, isn't it great to take a look at something as much fun as a new telephone system! Well...let's face it, organizational efficiency can be so dry we don't want to touch it. Fortunately, or unfortunately, it comes with the territory in management. Lots of ideas get tossed into the "thought hopper," discussed (and cussed), and we do what we think is best at the time. Such was the case at the Association office a few months ago.

Here we are, a staff of 30 with hundreds of telephone calls a day, stacks of message sheets, and a telephone study that says we are only getting about half of our telephone calls. At least that many are blocked on the first try. We kicked it around, discovering that added lines meant added people, and there goes the budget again! Besides, the system would accept only three more lines. We needed three new lines plus a new extension to Unity School right now, not to mention giving thought to future growth.

Then came Ms. God. Months of research later, a new system capable of handling all these calls was installed. This meant more capacity, calls handled faster, no more message sheets, learning to operate the system, having callers greeted by a recorded voice, scepticism, uncertainty, concern, and in some cases anger and frustration. Especially for

"intuitive feelers" who are, by definition, feeling, sensitive individuals who have a strong need for human warmth. Not that most everyone doesn't. Intuitive feelers (a large percentage of our ministers), though, have a more pronounced need for this human warmth than other personality types.

The Association staff has affectionately dubbed the recorded voice that answers the phone "Ms. God." She leads us through choices and explains what buttons to push to get what we want. AND she takes forever to do it--right? It seems so when listening. Actually, it takes 8 to 10 seconds to answer, 17 seconds to hear that if you know the name or extension number press "1," and another 27 seconds to hear the entire list of choices. Total time is 44 seconds. The difference is that we are hearing a voice to which we cannot verbally respond.

Why would we do such a thing? We were looking for a way to provide the best service to our membership. So how does a recording do this? Many of us can step away from our desks for a minute and miss calls. Similar situations are occurring in ministries, so we play "telephone tag." We may be in meetings, coordinating with other staff members, taking other calls, and lots of other reasons why we cannot answer the phone at the moment it rings. Callers have three full minutes to leave details, messages are taken 24 hours a day, and even if the message isn't for me, I can send it to the person it should go to by pressing a button. The staff member hears your message in your voice with all the information you leave.

Impersonal? Yes, in the beginning. Yet we can provide more personal service to you by hearing your message in your voice. We know what you have said, and how you said it. If we know the details of the question, we can call back with answers. If the answers come from another person, that person can call back with the answers.

Do you have to know extension numbers? Not necessarily. You can reach a real live human being by pressing zero plus # at any time during the recording. Dottie, Connie, and Patty are still available to assist you.

So, Ms. God can lead us through--she has answers if we listen. If she doesn't provide what we need, we can reach a receptionist who can assist. I know this is new, different, and technical. So were radios, telegraphs, televisions, typewriters, computers, and FAX machines at one time. They still are in some ways. Just when we think we have it all figured out, it changes. Radios and televisions have remote controls, computers now reach around the world and talk back, and FAX machines send words and pictures over telephone lines.

It is so easy to be frustrated, angry, and afraid of change. Sometimes I'd like to keep things the same just for a few minutes while I catch up!

Does the world stop for us? It doesn't pause for a second! Nor would we want it to. We are continually given ways to learn, grow, confront our behavior patterns, and see ourselves and the world in new ways. Change is challenging, but conquering this change is one more step along the way.

NOTICE!!

After prayerful consideration during the September, 1990, Executive Meeting, it was decided that effective January 1, 1991, the Bulletin Board System will be put on hold for a period of time. This decision was made because the infrequent use of the system did not warrant the cost of operation.

Transformative Teachings of Unity Leaders

Perspective From The Field

by Robert B. Ellsworth

Director of Education

During the third week of February, 1988, I found myself announcing this promise, "Next year we will present a seminar on "What Unity Is and Isn't."

These words were spoken to licensed teachers at their postgraduate week held at Unity Village that year. When I came to my new position as Director of Education for the Association in November of 1977, there was a great deal of discussion about, "What Is and Isn't Unity." "Surely," I thought to myself, "This issue will have some resolution by January of 1989, by the time the next licensed teacher's postgraduate week comes around."

Then in June of 1988, I witnessed the concern and even fear among Unity leaders as this issue was discussed at the annual Association's conference. I heard several Unity ministers express great concern about the possibility that someone might try to tell them what they could and couldn't teach. Since then, I have come to appreciate from Unity leaders something which many of them hold sacred, namely, "Truth is ever unfolding and revealing itself to each of us."

By the Fall of 1988, it began to dawn on me that no one was qualified to present a seminar on "What Unity Is and Isn't." What to do? I began to pray, asking for guidance. As the February, 1989, deadline drew near, it occurred to me to shift the questions and ask the licensed teachers, "What Truth teachings have been *personally transformative* in your lives?" At their annual meeting, licensed teachers were asked to write their answers to this question, and then meet in small groups to generate group lists. Out of this came twenty-five teachings that were personally transformative in the lives of this group of Unity leaders, ranked in their order of importance. On top of this list was the teaching "One Power and Presence in the Universe, God the Good."

This process worked so well that I proposed that Unity ministers be involved in a similar way. During January of 1990, 102 Unity ministers took part in generating a list of teachings that were personally transformative in their lives.

During the months that followed, a task force group met to generate examples for each teaching so that each teach-

ing would be clearly understood. This task force was composed of Martha Giudici, chair of Licensing and Ordination; Jim Gaither, chair of Historical Studies at Unity Village; Shay St. John, Director of Development for the Association, and myself.

A questionnaire of 53 Transformative Teachings was mailed to ministers and licensed teachers. To date, 202 ministers and 144 licensed teachers have completed and returned this lengthy questionnaire, specifying which teachings were most transformative in their lives. These teachings are presented on the next page.

UNITY TEACHINGS

Cast in concrete -- or all things to all people?

An important issue I became aware of from the responses of ministers and licensed teachers is a major difference in perspective regarding Unity teachings. One group tends to look to the historical past in identifying basic Unity teachings. Any teaching that falls outside one's list of basic teachings is judged "not Unity." This first group is more focused and conservative.

Another group seems more readily drawn to teachings that help people transform their lives, as long as these teachings are compatible with their understanding of Unity principles. This "expanded Unity" group seems more open to new perspectives on Truth, especially if they help people transform their lives.

The differences in the "focused" and "expanded" perspectives, in my opinion, create a dynamic, healthy energy in the Unity movement. If the teachings become frozen, cast in stone, the Unity movement would probably decline and eventually die. On the other hand, if the teachings become "all things to all people," they would probably become nothing to anybody.

Recently, I visited a small town in the Ozarks. While walking along a street, I noticed an old but attractive Christian Science church built in the 1920's. Most Christian Science churches are poorly attended in the 1990's, but they

Continued on page 4

Part I Inclusive Spiritual Teachings

Many spiritual teachings are practiced by the world's major religious groups, and/or all Christian denominations. Prayer, for example, is a spiritual practice that involves all the world's major religions. People in every world religion are taught the importance of prayer. "Forgiving others" is another inclusive spiritual teaching. Forgiving others is one of the most difficult but also one of the most freeing spiritually based activities. "Self-Discipline," "Eternal Life," "Praise and Thanksgiving," and "Compassion for Others" are also universally inclusive teachings.

The "Jesus Christ Teachings" are inclusive for all Christian denominations, as is "The Bible as Basic Spiritual Text." Unity does have a distinctive perspective on the teachings of Jesus and the Bible, namely a metaphysical one. But even many people in mainstream Christian churches today regard much of the Biblical material as allegory and parable, providing important clues to living a spiritually based life.

While the set of teachings in Part I is not "distinctive" Unity, these teachings are nevertheless powerfully transformative for those who practice them. Unity shares much in common with most religious groups in which people are transforming their lives through spiritual teachings.

PART I, Inclusive Teachings:

- 1.1 PRAYER (66%)*
- 1.2 FORGIVING OTHERS (60%)*
- 1.3 JESUS CHRIST TEACHINGS (59%)*
- 1.4 GIVING AND RECEIVING (55%)*
 - 1.41 Tithing (56%)*
- 1.5 SELF-DISCIPLINE, DO THESE THINGS (53%)*
- 1.6 ETERNAL LIFE (53%)*
- 1.7 PRACTICING PRAISE AND THANKSGIVING (53%)*
- 1.8 THE BIBLE AS BASIC SPIRITUAL TEXT (51%)*
- 1.9 PRACTICING COMPASSION FOR OTHERS (44%)*

*Percentage of Unity leaders rating this as *very* transformative.

Part II Distinctive Unity And New Thought Teachings

Unity and New Thought groups have honored the "Power of Thought" as well as the "Metaphysical Approach" to scripture and life more completely than any other group. The strong emphasis on humankind as "Spiritual Beings," while also honoring our "Humanness" is also distinctive of Unity.

Reincarnation is accepted by almost 47% of adults who regard religion as "fairly or very" important, according to a Gallup survey in 1981. And yet Unity is the only major Christian group that teaches reincarnation. Another distinctive characteristic of Unity is the Twelve Powers teachings, as articulated by Charles Fillmore.

Part II, Distinctive Teachings:

- 2.1 THE POWER OF THOUGHT (The Law of Mind Action) (66%)*
 - 2.11 Life Is Consciousness (58%)*
 - 2.12 I Am Responsible, No Blaming Others, No Guilt (54%)*
 - 2.13 The Power of Positive Thinking (47%)*
 - 2.14 The Power of The Spoken Word (47%)*
 - 2.15 Using Denials and Affirmations (45%)*
 - 2.16 By Their Fruits You Shall Know Them (37%)*
- 2.2 THE METAPHYSICAL APPROACH TO SCRIPTURE AND LIFE (61%)*
- 2.3 WE ARE SPIRITUAL BEINGS (54%)*
 - 2.31 I Am A Christ in Potential (59%)*
 - 2.32 I Am an Unlimited Child of God (49%)*
- 2.4 HONORING OUR HUMANNESS (Accepting and Forgiving Myself) (45%)*
 - 2.41 Developing A Sense of Humor (45%)*
 - 2.42 Seeking Balance (44%)*
 - 2.43 Harmonizing Thinking and Feeling (41%)*
 - 2.44 Honoring The Hero Journey (42%)*
 - 2.45 Accepting and Loving Myself (35%)*
- 2.5 REINCARNATION (39%)*
- 2.6 EXPRESSING THE TWELVE POWERS WITH-IN US (31%)*
 - 2.61 Acknowledging Divine Order (56%)*

*Percentage of Unity leaders rating this as *very* transformative.

Part III God As Transformative Experience

In Unity, God isn't a person or a being. But God can be "known" through powerfully transformative experiences in our lives. For example, an experience of God as Life can lead to a powerful healing of body. People who have been "miraculously" healed have had a profoundly powerful experience of God as Life, restoring and renewing them.

Many have experienced God as Divine Guidance. By opening themselves to God as Guidance, people have been directed in very special ways that human consciousness alone could not have provided.

God as Peace provides a profound experience of serenity, peace that passes all understanding. When one learns to let go and let God be God in his/her life, the letting go of the struggle to control everything can bring a God-experience of profound well-being.

God, then, can be known through the profound experiences in life, whether it be God as Source providing all we need, God as Love helping us feel cherished and special, etc. The nine aspects of God, listed below, are windows through which God becomes known to us in personal and powerful ways.

Part III, God As Transformative Experience:

- 3.1 GOD AS SOURCE (70%)*
 - 3.11 Prosperity Teachings (45%)*
- 3.2 GOD AS UNCHANGING PRINCIPLE (67%)*
- 3.3 GOD AS LOVE, I AM LOVED (61%)*
- 3.4 GOD AS TRUTH, EVER UNFOLDING AND OPEN-ENDED (59%)*
- 3.5 GOD AS DIVINE GUIDANCE WITHIN ME (57%)*
- 3.6 GOD AS PEACE WITHIN ME (54%)*
- 3.7 GOD AS LIFE, HEALING AND RENEWING ME (52%)*
- 3.8 GOD AS CREATOR, HONORING THE CREATIVE POWER WITHIN ME (48%)*
- 3.9 GOD AS FATHER-MOTHER, HONORING MASCULINE-FEMININE QUALITIES WITHIN ME (37%)*

*Percentage of Unity leaders rating this as *very* transformative.

Part IV The Mystical Life

To the mystic, the experience of God is all that one needs. As God is in all and through all (one Presence), God can be experienced in all events. During the Middle Ages Brother Lawrence continually experienced the Presence of God while washing the pots and pans. Mother Theresa can see God in the face of a distorted, dying, human being. Emilie Cady, in her book *Lessons In Truth*, writes about finding the "secret place of the most high" within ourselves.

Anyone who has experienced God as mystical experience hungers for it again. Jesus taught that the kingdom of heaven is like a treasure found in a field, a man gives everything he owns to buy the field (Matthew 13:44).

Meditation, or entering the silence, is an important part of the mystical life. Some regard prayer and meditation as the same, and yet many Christian groups embrace prayer while rejecting meditation. When meditation was introduced widely into this country by Eastern teachers, it was regarded suspiciously by many Western religions. Unity is one of the few Christian groups that has always embraced meditation.

Part IV, The Mystical Life:

- 4.1 ONE PRESENCE AND ONE POWER, GOD THE GOOD (79%)*
 - 4.11 Unity of All Life (52%)*
 - 4.12 Handling Evil or Negativity (39%)*
 - 4.13 Accepting Challenges as Opportunities for Growth (50%)*
 - 4.14 Accepting and Welcoming Change (41%)*
 - 4.15 Beginning Again (42%)*
 - 4.16 The Good I Am Seeking Is Seeking Me (47%)*
- 4.2 PRACTICING THE PRESENCE OF GOD (70%)*
 - 4.21 God and I Are One (68%)*
 - 4.22 Living In the Now Moment (47%)*
- 4.3 SEEK FIRST THE KINGDOM WITHIN (68%)*
 - 4.31 Principle of Grace (42%)*
- 4.4 IT IS NOT I BUT GOD WITHIN WHO DOES THE WORK (64%)*
 - 4.41 God's Will Be Done (53%)*
 - 4.42 Nonresistance (45%)*
- 4.5 MEDITATION (61%)*

*Percentage of Unity leaders rating this as *very* transformative.

flourished in the early part of this century. As many know, Christian Science teachings were frozen, cast in stone, and have not changed. This has led to the decline of this New Thought group, while other New Thought groups, such as Unity, have grown. To freeze the teachings is contrary to a basic premise that Truth is ever revealing itself, ever unfolding for us.

On the other hand, to try to teach "all things to all people" loses the focus and power of what's special in Unity. A recent study I read suggested that the reason fundamental churches are flourishing today is because they have distinctive teachings. They know who they are and what they stand for, and they aren't afraid to let people know. The author of this study found evidence that moderate mainline churches, who tried to be all things to all people, have lost membership.

It does seem important to be open to change, without embracing every new idea that claims to help people. It also seems important not to lock and freeze our teachings. A dynamic balance between the two perspectives seems important, and I, for one, hope this balance is maintained through dialogue between the conservative and liberal groups in Unity. Unity has some powerfully transformative distinctive teachings. Becoming clear and letting people know who we are and what we stand for can do much to strengthen the future of our Unity movement.

OUR FUTURE

John Naisbitt, in his new book, *Megatrends 2000*, says, "The national Unity church is about the closest thing to organized religion in which the eclectic New Ager could feel comfortable." (p. 283). He also points out, that "nothing in its publications could possibly offend even Jerry Falwell." (p. 284). The dynamic balance between openness and adherence to principle in Unity obviously impressed John Naisbitt, and I believe it speaks well for the future of our movement.

It seems to me that we do need increased clarity about what is being taught in Unity today, for churches that present distinctive teachings seem to grow through meeting

people's needs. I feel that identifying what is "transformative" from the lives of Unity field leaders offers an excellent approach to helping clarify what we are about. This approach to clarity also leaves room for change. Not all that is transformative today will be viewed in the same way ten or twenty years from now. New perspectives on teachings and practices which people find transformative in the future can be included, as long as they are compatible with such basic Unity principles as One Power, God, the Divinity within each of us, the power of thought to create our reality, etc.

As you pursue the list of Transformative Teachings of Unity Leaders, please remember there was no evidence that anyone practiced them all! One leader, for example, chose the following five teachings as his "most" transformative: I am a Christ in Potential, Prayer, God as my Source, Jesus Christ Teachings, and Prosperity. Another leader chose: God as Divine Guidance, Accepting and Loving my Humanness, Honoring the Hero Journey, I am a Christ in Potential, and Handling Evil and Negativity. There is much truth in an old saying, "There are many paths to God." Transformation may not depend so much on which teachings one uses, as long as some spiritual teachings are actually practiced in our daily lives.

MAY WE HELP YOU?

The Association desires to assist Unity leaders and churches in doing the very best we can to help people transform their lives. Some of you may want to begin using this list in your teaching of "Transformative Teachings." One way we can help you is to provide you with a list of supporting examples for each of the teachings. You may obtain this information NOW by writing to the Education Department of the Association. Also, within the next few months, the most popular writings pertaining to each teaching will be available. This listing will either be announced or published in CONTACT.

Many of you shared your personal experiences and understanding of the teachings which have been transformative for you. This material is rich and varied, and I plan to compile this in book form. This book should be available in two to three years.



Compiled and printed by the
ASSOCIATION OF UNITY CHURCHES®
P.O. Box 610, Lee's Summit, MO 64063
December, 1990

JOURNEY

Cont'd from page 10

cathedrals, flower boxes, old wood furniture and fancy lace curtains, cuckoo clocks and candles, log tables, unusual road signs, and passengers applauding when an overseas plane lands!

Peter and Esther received many gifts from their friends at First Unity Church of St. Petersburg. I brought an artist's rendering of "Reflections of Service" with signatures from the Association staff. (Thank you Kimberly Ryner for your artistic talent; and thank you, Shay St. John for the Development idea.) Peter and Esther were elated and grateful to receive gifts from their Unity friends in America.

In Europe, Unity is considered to be a school (a way of life), rather than recognized as a church. My prayer is that the

Unity movement will expand to direct its attention to the unity of Europe in 1992.

According to John Nasbitt and Patricia Aburdence, co-authors of the book, *Megatrends 2000*, it has been said that Europe discovered America, and now, 500 years later, in 1992, Europe will discover Europe.

The end of 1992 is the target date for a Europe without frontiers, for the twelve-country members of the European Community--United Kingdom, Ireland, France, Portugal, Spain, Denmark, West Germany, Italy, Netherlands, Greece, Belgium, and Luxembourg--to knock down the trade barriers that Europeans have put up to protect themselves from one another; a frontier-free Europe, the removal of all barriers to the flow of people, goods, services, and money among the twelve nations.

The First Unity Church of St. Peters-

burg congregants will be going to Lichtquell again in 1991. Lichtquell is a Unity connection in Europe. I pray other Unity ministers and congregants will take the opportunity to experience Unity at Lichtquell. Peter Wenzel is dynamic and is a powerful Unity leader in Europe.

Lastly, I thank God for my new friends at St. Petersburg who made me feel "at home." (Special thanks to Nola for nursing me, Ben for carrying me, and Carol for helping me bathe!) For my new Lichtquell friends--what a difference you made in my life. For my friends at the Association office--thank you for your prayers. (Special thanks to Cheryl for a wheelchair and a special day of care.)

May the love light of God
rest upon you.
May His peace abide in you.
May His presence
illuminate your heart.
Now and forever more.

The following prayer has been circulated by Joyce Kramer, Chairperson of the Blessing Prayer Committee, to all the member of her committee. I heartily support this endeavor and commend it to all our Association members for their regular use.

Sincerely,

Nancy Neal, President
Association of Unity Churches

Prayer Blessing for the Association of Unity Churches

We acknowledge God as the one presence, power, and activity moving in and through the Association. His love motivates us; His wisdom guides us; His abundance prospers us as His will is done through us.

We acknowledge that the Association of Unity Churches is created to perpetuate the teachings of Jesus Christ as taught by Charles and Myrtle Fillmore by assisting Unity ministers and ministries to grow in understanding and application of this Truth. We give thanks that the swift, powerful action of the Holy Spirit sweeps through our Association taking with it any belief, program, plan, person, practice, or thing that would interfere with its spiritual purpose. We affirm that the attracting power of the Truth of Jesus Christ brings to us all that is needful in order that our reason for being may be fulfilled.

We look to God as the source of our supply, giving thanks that His abundance pours into this work to take care of all needs to build, maintain and sustain this spiritual center through which God works for the upliftment and enlightenment of mankind.

Thank You, Father, for the privilege of entering into the consciousness of Your presence and sharing in Your work.

From time to time, friends ask us to assist them in remembering the Association of Unity Churches in their wills. In response, we have now prepared a simple instruction booklet which contains much of the needed information and many suggestions: If you wish to receive one of these booklets, direct your request to:

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

Living Wills

Justus Credit Union, Unity Village, is now offering free Living Wills (for Missouri and Kansas residents only) to its members. To receive the information brochure and the Living Will Declaration, stop by the Justus Credit Union, or write to: **Justus Credit Union, 1st Floor Unity Tower, Unity Village, MO 64065**

NOTE: Those of you who do not live in Missouri or Kansas, may write to the following agency for information regarding Living Wills in your state: **Society for the Right to Die, 250 W. 57th St, New York, New York 10107; or call: 212-246-6973**

PARTNERS IN MINISTRY *a network of spouses of ministers*



Al Sears

Survey Results

In the last issue of **CONTACT**, I covered the ten most troublesome items for partners of ministers. This issue I will focus on the self-management items from our survey. The percent figures shown are the percent that answered yes to each question.

➤ Do you find yourself saying yes to church activities or service work you don't really want to do, or you feel you're doing more than your fair share right now?
Overall-42% Female-43% Male-41%

➤ Do you try to please others rather than yourself?
Overall-44% Female-48% Male-43%

➤ Do you feel safest when giving?
Overall-47% Female-45% Male-50%

➤ Do you abandon your routine to respond to or do something for somebody else?
Overall-68% Female-65% Male-66%

➤ Do you overcommit?
Overall-40% Female-43% Male-34%

➤ Do you do things for your church because you think you "should"?
Overall-49% Female-47% Male-53%

➤ Do you feel guilty when you don't attend a church function or turn down a service request?
Overall-25% Female-30% Male-16%

➤ Do you get artificial feelings of self-worth from helping others?
Overall-13% Female-12% Male-16%

➤ Do you push thoughts and feelings questioning the direction your church is taking out of your awareness or because of fear or guilt?
Overall-9% Female-10% Male-6%

➤ Are there questions about church decisions or church finances that you are afraid to ask?
Overall-7% Female-8% Male-3%

➤ Do you notice who is not attending Sunday service or a particular church function and secretly question their commitment or loyalty?
Overall-44% Female-37% Male-56%

➤ Do you try to avoid socializing with friends who have left the church?
Overall-14% Female-17% Male-9%

➤ Have you restricted your social life to activities related to church?
Overall-22% Female-20% Male-25%

➤ Do you ever see friends you had before

you became involved with your church?
Overall-67% Female-73% Male-56%

➤ Do your church activities dominate your social conversations?
Overall-38% Female-38% Male-38%

➤ Do you feel uncomfortable when anyone asks your spouse a difficult or awkward question?
Overall-32% Female-37% Male-22%

➤ Do you anxiously assess the number of people attending Sunday services, hoping more people will show up?
Overall-49% Female-47% Male-53%

➤ Do you wait to find out your spouse's opinions before expressing your own?
Overall-11% Female-8% Male-16%

By the time you read this we will be well into the Christmas season and moving toward the new year. I want to thank all of you for your love and support throughout 1990. It has truly been a transforming year for me. Merry Christmas to all of you, and it is my prayer that 1991 will be a wondrous, joyous, and transforming year for Unity and for all of us.

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

TO: ALL MINISTERS AND LICENSED TEACHERS

FROM: Glenn Mosley, Executive Director

During the September, 1990, Executive Committee meetings, "Specific and personal to needs of ministers and licensed teachers" was placed as a major goal in the Strategic Plan. This subject had been a part of planning since 1984, but because of its importance was added in Strategic Planning as a major goal this year.

The committee further recommended that work be continued to develop effective renewal programs to assist and support ministers and licensed teachers.

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Three Months Ended June 30, 1990

	<u>June</u>	<u>Year to Date</u>
INCOME-OPERATIONS		
Love Offerings	\$60,853.79	\$193,372.77
Other Income	<u>5,774.66</u>	<u>13,477.23</u>
	\$66,628.45	\$206,850.00
 Less: Tithe Transfer	 <u>6,464.10</u>	 <u>20,622.81</u>
	60,164.35	186,227.19
 Gross Profit Material	 <u>4,349.07</u>	 <u>12,778.39</u>
 Total Income	 <u>\$64,513.42</u>	 <u>\$199,005.58</u>
 EXPENSE-OPERATIONS		
 Total Expenses	 <u>\$90,564.81</u>	 <u>\$265,945.96</u>
 INCOME OVER (UNDER) EXPENSES:	 <u>\$ (26,051.39)</u>	 <u>\$ (66,940.38)</u>

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

Month of May: \$12,647.93

Year to Date: \$12,647.93

Note: This contribution is a nonledger item and does not appear on the Association financial statement.

The First ANNUAL BOARD MEMBER RETREAT/SEMINAR September 15-21, 1990 Was. . .

AN OVERWHELMING SUCCESS!! We, in the Adult Education Department of the Association of Unity Churches, became increasingly excited as the time for the FIRST Board Retreat/Seminar approached. We felt good about the program that was scheduled, the involvement of the Unity Chapel, the response from the field--everything! By the second day the attendees were confirming the validity of our excitement. Following are some of the comments from the evaluation sheets.

Dynamic Seminar! Not meant for the lazy!

Good balance of lectures, group interaction, and activities.

This was a conference that created "growth."

It has given me a completely new understanding of the Association and therefore a new vision for my part in the whole movement.

This was a dynamite seminar that went so far beyond my expectations that I can't wait to report to my church.

The "presence of the Lord" was truly in this house. The spiritual vibrations resounded in my soul.

"Getting To Know Your Association" and "Making The Christ Connection" with Debbie Tyson were the top two answers to the question "What did you find most helpful/useful?" Some of the comments were:

Getting To Know Your Association:

Great balance between spiritual and "nut and bolt" issues.

Meet the Association--knowing these people now creates a bridge that will be frequently used. All personnel were so very helpful to us and supportive. I believe a lot of problems we have been experiencing will be resolved by having in our hands all of the information and support offered to us by the Association.

"Leadership Gifts" and "Creative Conflict" provided two indispensable tools for my use.

Working in groups brought us a wealth of ideas.

Meet your Association was invaluable. It was great to be able to meet face to face and ask so many questions to find out all we've wanted to know, plus learning enough to find even more questions. It has created a bond between me and what used to be a faceless, unknown group (Association of Unity Churches). I will now feel much more comfortable communicating with the Association staff and asking for help. Our church family has expanded!

Making The Christ Connection:

Debbie Tyson's spiritual ideas which are basis for all things.

Debbie Tyson was fantastic.

Debbie Tyson was powerful and an inspiration. Making the Christ Connection is so important because as humans we forget when solving problems or addressing conflicts to go to God first. Getting in tune and going within can never be overemphasized. This, also, should definitely be a part of future Board Retreats.

The multiple and varied suggestions for improvement were valid and will certainly be helpful in planning the future Board Retreats. A few of the suggestions were:

Advertise more and encourage other churches to send representatives.

More group activity for brainstorming issues and resolving conflicts, etc.

More time with Association staff.

Tour of grounds.

Suggest a packet similar to what is sent for CEP and retreats be sent to attendees, with agenda.

Better map of grounds with locations more clearly marked, including surrounding roads with distances to town(s).

In suggestions for next year:

Have enough material for us to distribute to our board members.

Send a reminder letter after participants have registered.

Poll churches well in advance regarding topics they would like to see addressed at the retreat.

A tour of the Association offices.

I would like to see the session start out with some basic training on board responsibilities as the Association sees them so that people attending the seminar have some common ground to start with.

It was also fun to note that some wanted more free time while some wanted less.

The Board Retreat/Seminar is so great for so many reasons some of which are:

1. Helps us all to read from the same sheet of music.
2. A great deal of information can be given at one time.
3. It helps promote and increase TEAM WORK.
4. Interaction and sharing among the attendees have far-

reaching and ongoing benefits.

We did strive for a balanced program and obviously, from all the feedback, we succeeded. By balance I mean spiritually fed, mentally stimulated, and emotionally nurtured, in addition to good food for the taste buds and body needs.

As we grow both individually and as an organization, we improve. One of the areas for improvement in the last couple of years is more and better communication with the field. It is, and will continue to improve, and one of the big contributing factors, as I see it, is the Board Retreat. This, also, should definitely be a part of future Board Retreats.

As the Liaison Coordinator for the Association of Unity Churches, it has become increasingly apparent that when churches have a major challenge it is often due to *waiting* too long to ask for help. The reasons given are "I didn't want to hurt anyone." "I didn't want to make waves." "I thought I could handle it."

A looming factor is often a lack of information. Therefore, I would like to close with a suggestion from one of the Board Retreat attendees: **"Stress to the Board of Directors of the churches the benefits of this program so that they will realize the importance of sending board members to the program"**

Love and blessings.

ATTENTION!!

The next Board Retreat is September 14-20, 1991 at Unity Village, Missouri

**Please make plans now
to attend this special event.**



Marianne Hill
International Children's Education Consultant

Teaching Resources and Materials

The ministry your church or center provides to its children is well worth the investment in informative, interesting, uplifting, innovative, and creative teaching resources and materials. To this end the Children's Education Department endeavors to make available teaching resources and materials that are helpful and easy to use in your program.

Your feedback is helpful to us. We would like to know which items, or materials, have been most helpful to you or that you would recommend.

Are there items that are not being used though available to teachers in your program? Let us know the reasons.

The following items are new in inventory. I hope you find each one a joy and a blessing to your children's program.

ABC Feelings

A coloring book format which takes a child through an alphabet of feelings. As a teaching tool, there are questions about each feeling designed to promote the children getting in touch with their feelings and discussion involving feelings.

Order #1740 \$6.95

Celebrate

An excellent resource for ideas of reasons to celebrate, games, snacks, and thematic parties.

Order #7141 \$9.95

The Children Are Singing, Volume 1

This cassette and songbook set contains fun songs to cover holidays and fun times. Side Two has musical accompaniment for your children to sing to.

Order #1742 \$14.90

The Children Are Singing, Volume 2

A cassette and songbook set with fun, singable songs.

Order #1743 \$14.90

On Base

A wonderful resource book for anyone who interacts with children. Ideas to enhance children's self-esteem beginning with birth to teenage years.

Order #1744 \$14.95

Songs and Fingerplays for Little Ones

This video models a live circle time with preschoolers as well as providing a wealth of songs and fingerplays to use with young children.

Order #1326 \$16.00

Teacher Recognition Pins

These colorful pins can be given as a "thank you" to those who serve in your children's program as well as to identify for parents and children those who do serve in the children's area.

Order #1735 \$3.00 ea.

That's Me Map

A reusable chart which leads children on an adventure to find the special treasure of themselves.

Order #5191 \$8.75

The Twelve Powers of the Animals

A collection of delightful short stories about animals. Each one exhibits a special quality which can be used as part of a Twelve Power study for children.

Order #1734 \$7.95

Wellfamilies

A resource of ideas for families to use. Can be used in parenting classes and for your church children's program.

Order #5190 \$9.95

"God in Me" Award Presentation

The Association of Unity Churches has developed the "God in Me" Religious Emblem Awards Program to help young people (6 to 11 years old) of Unity deepen their faith and further their knowledge of the Christ within. Although a child does not have to be a Scout to participate, both Boy Scouts and Girl Scouts have the opportunity of earning their Religion Badge through this program.



The following individuals (see photo) are from Unity of Mesa, Arizona, and have received the "God in Me" Award (photo at left): *1st row*--Katy Richey, Julia Alban, Amy Lane, Jacob Babin, Mary Bosorth. *2nd row*--Joel Baehr, co-minister; Jennifer Inge; Justin Lane; David Bosworth; Joel Carlyle, D'Etta Baehr, co-minister. *Back row*--Jacquie Richey, lay minister/teacher (not pictured: Jamie Kern.



Ray Wiggins
International Youth Education Consultant

Seven Questions for You and Your Leadership Team

**Is your adult ministry headed
in the right direction?**

The story is told of a farmer who used to shoot his bow and arrow at the side of his barn every day. When a friend visited, he was impressed that each arrow was in the center of the target. When he asked the farmer about his incredible ability to hit the bull's eye, the farmer told him, "I just shoot the arrow and wherever it hits, I draw a bull's eye around it." The saying is true, "If you aim at everything you are sure to hit something."

In today's ever-changing adult culture, failing to plan is the same as planning to fail. The following seven questions are designed to help you and your leadership team chart your course. They are not intended to be a "road map" telling you everything you are supposed to do, but rather a compass showing you if you are heading in the right direction. Spend time discussing them together and then share them with your entire group.

Question #1: Why Do We Exist?

The answer to this question should reflect how your group is unique. What sets you apart? What are your group's basic purpose and core values? How would someone define the group? What specific needs is the group trying to meet?

For example, I know of one ministry which is guided by four purposes:

- * **Relationships:** They want to provide an atmosphere where persons are accepted, loved for who they are in a nonjudging, encouraging and nurturing manner.

- * **Spiritual Nourishment:** They want to provide settings, lessons, experiences, workshops, and retreats in which persons can hear the Truth teachings of Unity and apply them to their lives.
- * **Support:** They want to be a support system to one another for their personal and spiritual growth processes.
- * **Involvement:** They want to encourage their participants to find an area of service within the life of the church and community.

Knowing why you exist is the key to knowing who you are and where you should be going. Once you have answered the "why question," you are ready to structure the rest of your ministry. Don't attempt anything else until you have sufficiently answered the first question.

Question #2: Where Are We Going?

Robert Schuller defines leadership as "thinking ahead, planning for the future, exhausting all possibilities, envisioning problems, and dreaming up solutions to them, and then communicating the possibilities and the problem-solving ideas to the decision makers."

Before you can lead your group, you have to know where you are going. Pray as you seek the guidance of Spirit in managing your group. Write down every impression that comes to mind. Be open to the guidance of the Holy Spirit.

"Vision" has been defined as "a mental image of a desirable and future state." Vision is what Hebrews 11:1 calls faith. "Now faith is being sure of what we hope for and certain of what we do not see."

Continued...

Y.O.U. Youth of Unity International Conference 1991

**August 3-9, 1991
Snow Mountain Ranch
Winter Park, Colorado**

Information and registration packets will be mailed to ministers at the church address. An additional packet will be mailed to the home of the head Y.O.U. Sponsor.

If you have not received these packets by the end of February, contact **Carolyn Kruhm 816-524-7414, ext. 1-344 #.**

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

Knowing where you are going will accomplish three things:

1. Attract people.
2. Establish priorities.
3. Define success.

The bigger the vision the more attractive it is to others. Persons want to be part of something that is stretching and exciting. Vision defines success. By stating your vision, you encourage and invite others to help it become reality.

Question #3: Why Are We Going There?

Why are we doing all the things we are doing? Are our goals worthy and based on Truth? What difference will our ministry make in the day-to-day lives of participants? Would people's lives be different if our ministry did not exist?

Dale Galloway in his book *20/20 Vision* tells the story about a gang of laborers digging a hole five feet square by ten feet deep. "After gruelling hours of hard labor, they finally got the hole dug. The boss had never told them the purpose of digging the hole. In fact, after they got the hole dug, he looked at them and said, "Fill it back up." Immediately the men walked off the job demanding their pay. When the boss took the time to explain that the purpose for digging the hole was to locate a leaking gas line which was endangering the health of people in the area, the laborers remained on the job; they learned there was a purpose.

Since it only takes a group about one month to forget why they exist, review these "Why?" questions regularly with your group.

Question #4: What Does It Feel Like To Be Going There?

Have your group come up with descriptive words, words which express emotion--such as *exciting, challenging, scary, meaningful, difficult*, etc. The use of such words transfers plans on paper to feelings of commitment in the heart.

Question #5: What Can You Do?

How can people in your group get involved? What specific jobs need to be filled so the vision can be accomplished? Define job descriptions for each task. Ask for volunteers. Set dates for reporting on the progress being made. Remember, many people feel (even though they might not say it out loud), "use me or lose me."

Question #6: How Are We Going To Do It?

This is a strategy question. Here you outline the steps to your goal. Use brainstorming as a way to consider a larger number of creative ideas. Prioritize your steps and set dates they are to be completed.

Question #7: What Will Be The Benefits?

Help your members to see how they benefit from sharing their skills, knowledge, and energy to the accomplishments of your group.

People who exercise vigorously often describe feeling high during a workout and a sense of calmness and freedom from stress afterward.

New evidence reveals that these same emotional and physical changes can be produced with activity requiring much less exertion--namely, helping others.

--*Psychology Today*, October, 1988 (pg. 39,42)

Working with your planning team through these seven questions will not solve all the challenges associated with your adult ministry, but it will provide a plan which will avoid most of the pitfalls of programming with a high degree of emotional ownership and commitment to the process of your participants.

Adults of Unity Retreat

August 11-16, 1991

Unity Village, MO

GENESIS

Creating Your Personal Universe

An experiential retreat on the truth that we create our world through the power of our thoughts and words.

Scheduled to appear:

Alan Cohen
Karl Anthony

Krysta Kavanaugh
Ray Wiggins

Open to adults of all ages and stages of life who wish to experience Truth taught in an active learning style which touches the heart as well as challenges the mind. Small "family groups" allow for intergration of content as well as bonding with other retreatants. Music, dance, talent show, hikes, picnic, praise and prayer make this retreat an exciting event where Spirit can be heard in the beauty of Unity Village and the depths of your soul.

To receive registration information, write or call:

Adults of Unity

P.O. Box 610

Lee's Summit, MO 64063

Phone: 816-524-7414 ext. 1-344 #

Resources for Ministry with Single Adults and/or Young Adults

Young Adult Ministry by Terry Hershey. Terry is considered by many to be one of the finest leaders in Single and Youth Adult Ministries. His book is full of very specific ideas to help a congregation start or strengthen such ministries.

Association Order #5030\$12.95

Ministry With Black Single Adults. A new resource offered by the Association which addresses the needs of black single adults.

Write or phone the Association to order.

Divorce Recovery Workshop by Doug Morphis. Guides you in planning and leading a Divorce Recovery Workshop of seven sessions. There is a leader's guide and a separate participant's book for those who enroll. To order write **Discipleship Resources of the United Methodist Church, P.O. Box 840, Nashville, TN 37202.**

Fork in the Road, Young Adult Decisions by Charles R. Kishpaugh and Kathi B. Finnell. Published by Discipleship Resources (see address above), this book is designed to help late teens to explore the many choices of life, practicing decision making skills. Write Discipleship Resources for more information.

Before You Marry Again, Things to Consider by Dick

Dunn. A personal reading booklet for individuals and/or couples considering entering another married relationship. To order, write **Single Ministry Resources, P.O. Box 1472, Roswell, GA 30077;** or phone **404-993-6218.**

The Workbook on How to Find Your Perfect Mate by Dr. Philip and Rev. Margie Ann Nicola. For information on this workbook, write **Unity By The Sea, 1245 Fourth Street, Santa Monica, CA 90401;** or call **213-393-0213.**

Singles, Looking Out for Number One by Peter Menconi, Richard Pearce, and Lyman Coleman. This resource is designed to reach baby-boomers for group support and study of the topics of *friendship, intimacy, sexuality, rejection, loneliness, and lifestyle.*

Creative Bible Studies for Young Adults by Denny Rydberg. This book consists of 20 studies for 18- to 35-year-olds on stress, sexuality, success, and spiritual growth. Write to **Group Publishing, Box 481, Loveland, CO 80539;** or call **1-800-747-6060.**

Living Right by Brian D. Robie, Ph.D. Designed for use by late teens, twenties, and early thirties, *Living Right* is a clear, easy-to-use training program to help participants learn to analyze and direct their lives toward positive living and attaining one's goals. To order, please write **Living Right, Inc., P.O. Box 941326, Atlanta, GA 30341;** or phone **404-723-9488.**

Leader's Guide \$2.75 ea.

Text (one per student) \$8.95 ea.

Resources for Older Adult Ministry

by Ray Wiggins

Just who is an older adult? At what birthday does middle age end and old age begin? The Census Bureau refers to those aged fifty to sixty-four as "older," those sixty-five to seventy-four as "elderly," those seventy-five to eighty-four as "aged," and those over eighty-five as "very old." Church leaders may find it helpful to think of the adult years as divided into two longeras, each of which can be further divided into shorter periods.

"Younger adults" have largely finished their formal education. Many are married and most work full-time or are engaged in keeping house and raising children. "Older adults" have largely finished actively raising their children. Many have also retired from full-time paid work.

The older adult years can be joyous, satisfying, fulfilling. They can also be lonely, painful, and frustrating. The kind of ministry older adults find in their local Unity center can often make the difference.



Most adults arrive at the "empty-nest" stage between ages forty-five and fifty-five. By this time, their children are completing high school, and daily involvement in their lives comes to an end as they go off to college or establish their own households. Family life patterns shift, and more living space is available for adult use. Work patterns may also change as one or both parents begin new careers, resume interrupted education, or return to full-time work.

By the age of 55, parent's financial responsibility for children is usually at an end, as college and graduate school are completed. Financial security is more likely now, as one or both careers achieve stability and earnings peak. Lifestyles may change more radically now as vacation homes, recreation vehicles, and extensive travel become more easily attainable.

Most adults retire on or before their sixty-fifth birthdays. Fewer than 15 percent are regularly employed after

Continued...

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

that age. By sixty-five, one in every four women is a widow. Most begin their retirement with one or more parents still living, and care of aging relatives is an increasing probability for more retired persons.

Despite the opportunities it affords, retirement too often means life with little interest or purpose. Later life is often pictured as a time of leisure, a reward for long years of work and child-rearing. Many older people internalize the widespread misperception that competence, health, energy, and interest decline after age sixty-five. Withdrawing from other involvements at about the same time a person relinquishes the tasks of the work place has a way of turning misconceptions about old age into self-fulfilling prophecies.

Older adults, generally, are no longer a deprived, needy, sickly, dependent population. More than three-fourths are in good health, and, in the early years of retirement, fewer than one percent need long-term health care. Although few can afford the expensive leisure lifestyle portrayed in magazines, aimed at an older market, many are physically active and pursue a wide variety of interests.

Old age is not necessarily an easy time of life, however. The image of old age as a time of illness, difficulty, and hardship is rooted in the experience of many, even though not most, older people. The problems that accompany growing older are more often experienced by and fall harder on women and members of racial or ethnic minority groups.

Women live longer than men, and men are more likely to remarry after being widowed. As a result, older women often find themselves widowed and living alone. After age seventy-five, two out of three women are widowed, and fewer than one out of four are married and living with their husbands. Among men over seventy-five, by contrast, seventy percent are married and living with their wives, and only twenty-two percent are widowed.

Older people generally have lower incomes after retirement. Lower income often means less satisfactory housing and decreased access to needed health care. Chronic health problems increase as we grow older, and health care expenses rise rapidly for those over sixty-five. When large amounts of a relatively small income are spent for health care and housing, including heat and repairs, little may remain for other expenses. When there is no money for entertainment or other discretionary expenses, the quality of life suffers. Those who live alone with only a small income often have little opportunity for social interaction with others.

Older adults have widely varied needs and wants. What a particular individual needs or wants is determined in part by the satisfactions and frustrations of life. Some needs are felt most often during a particular life stage or transition, others can occur at almost any time.

In general, most older adults need:

- * acceptance and affirmation
- * guidance and support when working through grief
- * a sense of community, fellowship, belonging
- * friendship with people of all ages
- * guidance and support in caring for aging parents
- * help in dealing with feelings of guilt and anger
- * guidance in adjusting to retirement
- * satisfying ways to be creative and useful
- * a sense of their own value and worth
- * opportunity to share with and care for others
- * a chance to form significant relationships

Ministry with older adults should be seen as a normal part of the congregation's ongoing life, alongside church school, youth ministry, etc. Older adult ministry should respond to the needs and concerns of older adults, much as other church programs respond to the needs and concerns of other distinguishable groups within the congregation.

Here are some strategies that will help get an older adult ministry under way, or help an established one become more effective:

- * appoint a committee (even of one) accountable to your board to be responsible for ministry with older adults in the congregation and community. Include older adults on the committee.
- * survey or interview older adults in the congregation to learn their most pressing needs.
- * develop ways to respond to the most pressing needs, using older and younger volunteers.
- * develop a list of skills, interests, and talents older adults would be willing to share with the church, with others.
- * contact community service agencies to learn what services are available and how you can best link up with them.
- * develop support groups for those recently widowed or retired.
- * recognize the older members of your congregation as appropriate, during your service, or in your church newsletter.

The following are some resources you may find helpful in starting or expanding an older adult ministry:

Older Adult Ministry: A Resource for Program Development. Strategies, program ideas, planning suggestions about later life, and more fill this 228-page manual. Order from the **Presbyterian Publishing House, 100 Witherspoon St., Louisville, KY 40202-1396**; or call 1-800-554-4694 (9 to 4 Eastern Time)--\$5.95.

Affirmative Aging: A Resource for Ministry. Developed by the Episcopal Society for Ministry of Aging. Almost every chapter in this small book offers new insights and new ideas for ministry with older adults. Order from Presbyterian Publishing House (see above for address)--\$9.50.

Ministry with Older Persons: A Guide for Clergy and Congregations. Arthur H. Becker, an expert in practical theology, offers perspectives in ministering with older adults. Order from **Augsburg Publishing House, Minneapolis, MN--\$13.95.**



Uniteens and Spirituality by Ray Wiggins

During the junior high years, teens face a lot of ups and downs in their connectedness with matters of a spiritual nature--just like they do in their intellectual, emotional, social, and physical changes.

"In junior high, the typical (faith) experience is participating in a caring community like a youth group," says Tom Zanzig, expert in adolescent religious education in Winona, Minnesota.

This experience is important. Junior highers often equate their faith with belonging to a group. John Westerhoff, III, of Duke University says these young people are at a stage called "affiliative faith." Junior highers will take part in a youth group as long as members accept and support them.

Spiritual Growing Pains

Although junior highers want their peers to accept them, they also hunger to form their own identity. This pulling-away, wanting-to-belong tension can cause confusion for young people, and it can hamper your work with them unless you discover that the young person is actually:

1. beginning to think more in a logical sense:

As young people start to think abstractly, they become particularly sensitive to hypocrisy and "practicing what you preach." Many discredit things which don't make logical sense.

2. questioning what his or her parents believe:

Pulling away from their parents at this age, teens question why their parents believe what they do.

3. hurting:

Divorce, losing a best friend, or having a pet die can devastate young people and cause them to question the justice of God.

4. wanting a belief that is meaningful:

Stephen Jones, author of *Faith Shaping*, says many young people are developmentally able to speak their faith for the first time during the junior high years. But, they do not want to put into words their spiritual beliefs and experiences unless it means something to them. They crave a personal, practical faith that really makes a difference in their lives on a daily basis.

How Can The Uniteen Sponsor Help?

Set a tone in your group that there are no wrong questions or statements, that it is a place where members can talk about, doubt, challenge, think through, seek to put

into expression anything. Teach the members (and model yourself) a nonjudgmental response to anything anyone says.

Secondly, help your students to find ways to practice in everyday life the Truth principles the class discusses. Journaling is one way. Take-home affirmation cards related to the lesson with a commitment to use them and report results is another.

Uniteens also appreciate an opportunity to express their love of God and man through service projects. Research shows that young people want to put their faith in action. According to Search Institute, 66 percent of junior highers volunteer their time to serve the sick, aged, poor, or handicapped.

What a blessed privilege to be a part of the lives of junior highers! Your acceptance of who they are, their doubts, fear, and hurts, along with your genuine listening and loving, will go a long way to help them clarify what is true for them when it comes to faith and what works for them in their lives. ENJOY!

Holiday Fun Ideas for Uniteen and Y.O.U. Groups



The Tree of Us

Decorate a Christmas tree as a group using individual symbols for each group member. Gather various materials to use in making ornaments, include construction paper, pipe cleaners, cotton balls, paper cups, tissue paper, sparkles, etc. Have scissors, tape and glue available. Ask members to create a symbol of who they are, how they are allowing the Christ within to express itself. Once finished, one at a time, allow members to hang their symbol and at the same time explain to the others the symbols used and how they represent the group members.

Affirmation 1991

Provide index cards and pens or markers. Ask members to share during a heart talk some of their goals for 1991. Then ask all to write an affirmation on the cards provided for each member. During your closing meditation, with an appropriate song playing, have members give their affirmation cards to one another with a silent hug.

Christmas Babysitting

Ask your group to consider offering a free babysitting service one night during the holiday season to members of your congregation. Obtain list with the phone number of those willing to offer this service in love. Then distribute the list appropriately through your minister and church office.

Letters to Gulf Crisis Soldiers

Consider offering a lesson on PEACE, followed by an opportunity for your members to write individually a letter to members of our armed forces in the Gulf. Send your letters to:

The Ship's Crew

USS O'Brien (DD975)

FPO San Francisco, CA 96674-1213

Your letters will be given to a someone serving on the USS O'Brien patrolling the Gulf.

Important Dates For 1991

Mid-Year Committee Meetings	January 20-25
Executive Committee Meetings	April 14-19
Skills Demonstration Seminar	May 4-10
Pre-Conference	June 2-7
Conference	June 9-14
Licensed Teacher Post-graduate Week	June 22-28
Skills Demonstration Seminar	August 3-9
Y.O.U. Conference (Snow Mountain Ranch)	August 3-9
Adults of Unity Retreat (Unity Village)	August 11-16
Executive Committee Meetings	September 15-18
Board Member Spiritual Retreat/Seminar	September 14-20
Skills Demonstration Seminar (SDS)	November 9-15

Regional Conferences

Southwest	Feb. 4-7	Las Vegas, NV
Western	April 8-11	
South Central	Sept. 8-13	Naples Beach & Golf Club
Great Lakes	Sept. 22-26	
Southeast	Sept. 30-Oct. 4	

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

 **Contact**

Non-Profit Org.
U.S. POSTAGE
PAID
Kansas City, MO
Permit No. 754

HERITAGE ROOM

00000