

June/July, 1990 Issue

# Contact

Volume 23, Issue 5

## The President's Letter



V. Stanford Hampson  
Palo Alto, California

### Launching Our Second Century

Last year Unity celebrated its Centennial Year. You and I stand here together at the start of the second century. None of us were here when Charles and Myrtle started Unity 101 years ago. *God has drawn you and me to be here today, and today we begin a new century and a new future.*

The future has always depended on our ability to see new possibilities. We'd still be living in caves and writing only with pictures on our own walls, except that we have continually looked for new ideas and new ways of becoming God's expression.

No one signifies more powerfully the change of the future by a vision than Columbus. Soon we celebrate the 500th year of his historic journey to the new world. It's difficult for us today to envision the courage it took in the face of the common wisdom of the world at that time. I have before me a reproduction of an old painting that shows ships sailing on the sea and one ship falling off the edge of the world, as the water pours into nothingness. Our ancestors believed there really was an edge to the world. In spite of that common wisdom, Columbus created a different future, based on his ability to see new possibilities.

What possibilities are being stirred in you by your God-presence regarding your life, your marriage, your health, your prosperity, your church? Think not only in terms of what has been but, rather, of what kind of future you desire. Just by the year 2000, ten years into our second century, we can conceivably *double the number of churches and study groups we now have.* We are expanding our services to our member churches by offering chaplain services, retreat activities for renewal, national radio expansion, more trained interim ministers, and national publicity programs. Conceivably in our lifetime, Unity will have a common name recognition in America.

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## Executive Director's Letter

### Expanding Our Future

Welcome to Dallas Convention 1990. Exciting and inspiring events relating to our expanding future in Unity will abound as we greet each other to our annual convention/conference June 13-17. May the blessings you reap here "freeze" a moment in history for you!

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

That which is true of us individually is also true collectively as ministers, teachers, and members of Unity ministries and readers of Unity literature. We need only to be still long enough to let God set goals within our hearts and minds.

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

An essential tool in making a difference in following Spirit is the creation of



Glenn R. Mosley  
Executive Director

an effective organization which utilizes the energy, time, and talents of as many committed people as are available.

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

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

A complete update of the goals accomplished in the past year appears in the Association's Annual Report for 1989 on pages 14 through 16 of this issue.

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

You can help us achieve and maintain the purpose of CONTACT by contributing articles. It is our intention to impact on 70% of our ministers and ministries at least 70% of the time. In our view, the best way to do this is to publish real

See FUTURE on page 4

## Vice-President's Letter



Nancy Neal  
Tulsa, Oklahoma

### Let Us Pray

Prayer has always been the backbone of the Unity movement. From its earliest

beginnings, Charles and Myrtle Fillmore, Unity's cofounders, were dedicated to daily periods of prayer and meditation. Prayer was a high-priority item in their busy lives, and as a result, they experienced healing for themselves, helped countless others, and built a worldwide spiritual movement.

Unity began as the Society of Silent Unity, a prayer ministry. It has evolved to such an extent that it is now the heartbeat of our movement. Its prayers pulsate through the ethers to help the one who writes or telephones for prayer, at the same time blessing the world at large. Prayer is continuous in Silent Unity for there is someone praying twenty-four hours a day. Is it any wonder that Unity has become a dynamic force for good in the world!

Although supported in prayer by Silent Unity, the Association of Unity

Churches also has its own unique prayer ministry, for it is supported in love and prayer by its more than five hundred member ministries, ministers, licensed teachers, and friends. I would like to believe that there is always someone somewhere praying with and for the Association at any given hour. I personally pray for the Association and its member ministries every day, and I am confident countless others do too. Is it any wonder that the Association, soon to celebrate its twenty-fifth anniversary, has grown into the strong, viable service organization that it is!

We are living in history-making times. It is clear from the events in Eastern Europe that the world has crossed the threshold of a new era. There is no way of knowing to what degree the

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# Expanding Our Future in the Unity Movement

by Shay St. John  
Director of Development

What an exciting time to be in Unity! The reality of the work in which we are now involved is growth, spiritual awakening. This is the texture of the decade before us. As Unity leaders working in ministries throughout our world, you know the excitement, joy, and sense of true fulfillment infilling your heart and the hearts of those you serve. Before your very eyes lives are being transformed--your own as well as the lives of those who walk through your doors.

It is a privilege to feel part of the transforming, uplifting message universally echoed within our Unity ministries. There is a natural connectedness we experience with one another as we walk together in Unity the pathway so clearly defined by Jesus Christ. The bond of spiritual oneness holds us gently in an

association of love and peace. We move forward in our understanding of who and what we really are--beloved children of a generous and nurturing Creator. Yes, we are expanding our future in the Unity movement!

Serving and supporting this expansion in the field is our Association of Unity Churches. Each staff member, each department, each goal and objective for the years ahead reflect the commitment to service that guides our Association in its own expansion forward. As your ministries grow, as your needs require increasing support, a formula for greater service reveals itself. The natural result is synergistic expansion of our Association as well as you and the ministry in which you serve. Enhanced levels of openness, trust, and progress are the joyous harvest.

## Before us stands the threshold of a new millennium.

It's an exciting time in which to let our Unity light shine. No longer are we the "best kept secret in town." Before us is a period of unprecedented growth. In their newest book, *Megatrends 2000*, John Naisbett and Patricia Aburdene speak of the religious movement as a natural bridge for those who are moving beyond fundamentalism, yet seek a Christian connection in the midst of this process.

Jesus reminded us in the parable of the wise and foolish maidens that we are now in preparation for the celebration of a spiritual marriage in which our interconnectedness with all people is deeply experienced. Before us stands the threshold of a new millennium. We are being called to prepare our lamps for its arrival. The choice is ours: to prepare for this transformation with the oil of wise planning and loving service or to go to meet the millennium foolishly, unprepared to support and serve those who are seeking a higher view.

## Ours is a message that nourishes the heart and fills the mind with understanding.

Our Association of Unity Churches chooses to prepare for this exponential growth ahead. A sense of joyous anticipation prompts us to ready our services for this growth within our beloved Unity movement. We are committed to providing for you excellence and quality in both the services and the support we share.

To do this effectively requires a willingness for us to plan needed space in which to work. Unity School of Christianity affirmed its recognition of this need and their support of this preparation in their gift to us of our new land. Before us is the joyous project of uniting with you, the ministries we serve. Together let us create a holy space in which we can expand our future in the Unity movement.

Vision with us the resources needed to build our building so we can serve you better. Unite your prayers with ours as we affirm for one another: "Through faith in God and unity in Unity, we lovingly build our new home for our Association of Unity Churches and we expand the future of our Unity movement."

As Development Officer for our Association, I encourage you to hear and accept the invitation to this spiritual marriage we call the millennium. Begin now to plan for the arrival of those who are receptive and responsive to Unity's principles of Truth. We affirm our com-



mitment to support you in this process. Together we will stand at the doorway of the millennium with our lights brightly shining and our hearts rejoicing in the celebration!

## "Unity has shallows in which a child may wade and depths in which a giant must swim."

How do you begin this preparation? What do you need to do to be the wise rather than the foolish maidens? Begin now to set the goals for your personal life and the growth of your Unity ministry with the millennium in mind. What do you vision for the next 2, 5, 10 years? Is there in place a clear plan that sets your course through the exciting changes the 1990's will bring? Within this plan is there flexibility for the movement of Spirit to do a new and special work through you? Affirmative answers to these questions are the hallmark of wise preparation and ready response to Spirit's invitation.

## ARE WE EXPANDING OUR FUTURE IN THE UNITY MOVEMENT? YES, YES, YES!!

Ours is a message that nourishes the heart and fills the mind with understanding. It meets those who come into its circle with love, providing for them the support and nurturing they require, wherever they may be in consciousness. Long ago I heard a statement that is as true for me today as it was then. It is a statement that met the childlike innocence of my beginning journey in Unity with an assurance, a promise that before me was an incredible journey. This promise fulfills itself each day. I do not know who first shared these words, but I honor their wisdom. For the promise is: "Unity has shallows in which a child may wade and depths in which a giant must swim."

Let us plumb the depths of our vision, explore the heights of our awareness, and move forward into our future as we joyously expand our Unity movement together!

## Unity

Cont'd from page 1

love, harmony, and prayers of the ever-increasing number of Unity students throughout the world has affected the consciousness of others on this planet, but there can be little doubt that it has helped!

These are also important times for all interested in the growth of our movement. For the Association, too, is on the threshold of a new era. Last year Unity School of Christianity graciously and generously deeded a beautiful parcel of land to the Association for the purpose of building our own world headquarters. This is probably the largest single gift the Association has ever received.

At first the situation in Eastern Europe and that within our own Association may seem to have little in common that they should be discussed in the same article. However, as Unity students, we quickly realize that both the Eastern European nations and our Association have received a priceless gift--personal freedom in one case, and the freedom to build, grow, and provide additional services in the other. Both are presented with an unprecedented challenge, which humanly may seem beyond our grasp.

But both will yield as those concerned turn to God in prayer. Within the Association we have the exciting and challenging opportunity of bringing our long-needed building into expression. As we enter the coming year, in spite of the fact that many of our churches are facing financial challenges of their own, we are confident that, as we are dedicated to the truth that there is a right answer in the great heart and mind of God, our churches will find the answer within themselves, and the Association will build its new home.

Whoever you are, wherever you are, we invite your prayer support for the Association, its ministries, and its building program. Let us pray for clarity in our purpose. Let us pray for wisdom and guidance in all our decisions. Let us pray for prospering ideas. Let us pray for divine order as each phase unfolds. Let us pray to keep the faith. Let us make prayer a high priority, if it isn't already. Let us pray!

## Unity of Roanoke Valley Honored

Unity of Roanoke Valley in Roanoke, Virginia, was selected to receive an award at the AIDS Council's first annual Volunteer Awards Banquet on April 2, 1990. The banquet was in honor of those volunteers, individuals, and organizations who have helped the community respond to AIDS with compassion, fairness, and dignity. Ministers, Alan and Kathryn Rowbotham, were present at the banquet to receive the award for Unity of Roanoke Valley.

# The Feminization of Leadership

One of the unique responsibilities serving as the management consultant for the Association of Unity Churches is the opportunity to write a monthly column for *Contact*. The goal of these articles is to provide up-to-date information and strategies useful to ministers and board members in the management of their churches. And, from time to time, to provide a sampling of issues and trends in the not-for-profit sector that are relevant to churches.

## The emerging leadership style for the 1990's appears to be a more feminine style.

For the past four years, I have written articles on leadership for the June/July issue. The study of leadership and power has been a particular interest for many years. The opportunities to participate in a variety of leadership training programs and courses has furthered my learning and personal growth. The emerging leadership style for the 1990's appears to be a more feminine style--hence the title, "The Feminization of Leadership."

Being one of 100 women recently selected for LEADERSHIP AMERICA, a year-long training course, is not only an honor but a remarkable opportunity to learn. The first session was held in Washington, D.C. (the perfect city to study leadership and power from national and international perspectives). Future sessions will be held in St. Louis and Los Angeles.

## "The dominant principle of organization has shifted from management...to leadership..."

Representing a diversity of professions, ages, races, religious beliefs, and socioeconomic backgrounds the participants appear to share at least one common bond: they are committed to im-



Barbara O'Hearne  
Church Development  
and Management Consultant

proving the quality of life and the leadership opportunities for women. When the group is assembled there is an incredible energy present.

Several books were recommended for review and study by the directors of the program. In *Megatrends 2000* by John Naisbitt and Patricia Aburdene, two chapters (#7, "The 1990's: Decade of Women in Leadership" and #9, "Religious Revival of the Third Millennium") were of particular interest.

## Bringing out the best in people and dealing with change has been effectively done by ministers and lay leaders in many Unity churches and centers.

Most of Naisbitt's and Aburdene's research on women in leadership has been limited to the corporate world. Based on observations and experiences in field ministries and with charitable organizations, many of the points they make would also apply to women in leadership positions in the not-for-profit sector and the public sector.

In discussing the difference between management and leadership, Naisbitt and Aburdene conclude, "The dominant principle of organization has shifted from management --in order to control an enterprise, to leadership--in order to bring out the best in people and to respond quickly to change."

Bringing out the best in people and dealing with change has been effectively done by ministers and lay leaders in many Unity churches and centers. These are men and women who understand the bigger picture (the vision), affirm values, are political, and know when and how to effect change. These leaders bring people together and get commitment to the mission, vision, goals, and action plans.

## This growing work force is more educated, affluent, and has more options which they exercise frequently.

The changing work force over the past 20 years has moved from one that was managed to one that inspires and brings out the best in people. The number of women entering the work force has increased dramatically. Seventy-nine percent of women without children work and 67 percent of women with children work as compared to 74 percent of men who are in the work force.

This growing work force is more educated, affluent, and has more options which they exercise frequently. About 45 percent of the current work force is college educated while 40 percent have a high school education. The number of adult-aged high school dropouts has dropped from 41 percent in the late 60's to 15 percent in the late 80's.

## "Male or female, the effective leader wins commitment by setting an example of excellence..."

As these better-educated women reach a critical mass in business, they are bringing a much different model and standard of excellence. They are seeking a balance in their lives that includes career and family, they are oriented to lifelong learning and lead by example. These standards will continue to change the way businesses, organizations, and

perhaps even the way governments will operate.

"Male or female, the effective leader wins commitment by setting an example of excellence: being ethical, open, empowering, and inspiring." If we want people to participate in the building of a church or an organization, successful leaders have learned we must be honest and ethical.

During a training session an executive with SAS (Scandinavian Airline Systems) spoke about Jan Carlzon, the president of SAS and author of *Moments of Truth*. Carlzon writes that "the new leader is a listener, communicator, and educator--an emotionally expressive and inspiring person who can create the right atmosphere rather than making all the decisions himself." He sees these skills as being feminine. Going back to women's role in the agricultural society and their responsibilities for taking care of family and social relationships in the village. He believes the feminine traits of intuition and sensitivity to other people's situations are necessary for leadership in today's world. Can they be learned? Most likely, over a period of time.

A wise psychiatrist shared his observations of the important feminine characteristics in leadership. He believes women excel at building relationships unless they imitate men who tend to act like they must do it all alone. Men are able to learn the need for working together on successful business projects or other team experiences such as committees.

If building relationships, bringing out the best in people, responding to change, getting commitment, being a visionary, ethical, open, honest, inspiring, empowering, a good listener, communicator, and educator are some of what it takes to be a leader the 1990's, how are we going to get there?

One sure way is to evolve your own highly personal style of leadership. One that is comfortable for you; one your followers can count on. Identify role models within your community and nationally that you want to observe and study. Read about them and, if possible, meet with them. Many Unity bookstores have excellent books and tapes in the area of leadership. I shall continue to enjoy my personal journey and commitment to leadership.

# The Power of Being Responsible

Just about all of us can recall someone telling how they got into difficulty when they took on responsibility without the corresponding authority. This notion often follows us when we become a member of a ministry's leadership team. We think that what we can accomplish is limited by how much authority we have. Conventional wisdom tells us that the more authority we have, the more we can accomplish.

In a transforming ministry we need to change the way in which we hold terms so they support us rather than limit us. I suggest that we release this conventional limiting notion and look at the subject of responsibility in a new way.

As we proceed, we will also discuss the related concepts of authority, accountability, and commitment.

## Authority

Authority is assigned to a position. It confers on the person holding the position the right to carry out the responsibilities alone, or through the directed work of others. When responsibility is offered to and accepted by a subordinate, she or he is delegated the authority to perform.

## Accountability

Responsibility is not a function of your title or your slot in the organizational chart. That is your accountability. The accountable person is literally "count-on-able." He or she can be counted on to produce agreed upon results. Accountability is a contract between someone making a particular commitment and a committed listener. In effect, the speaker for the accountability is saying, "I am accountable for this commitment." The listener is saying,



**Dick Connor**  
Church Growth & Development  
Consultant

"Yes, you are the one who is accountable."

Accountability is also defined by a clear list of requirements or conditions under which the commitment is said to be fulfilled. These conditions include the specific requirements--actions to take and the products to be produced, specific time frames, and the information, resources, and knowledge necessary to produce the results.

Being specific about accountability is a prime ingredient for the transformation of the server in a ministry. When one knows exactly what is expected and when, this provides a clear baseline for measuring performance.

## Responsibility:

Responsibility is a commitment (pledge) you make, not something you are given to do. Transforming people assume responsibility; they are assigned accountability. I believe that a transforming person may occasionally push authority and accountability to the limits. A vision-focused person acting responsibly may even go beyond the limits of accountability and authority to make

*I believe that in a transforming ministry everyone has the authority to make a request of someone else; everyone is both responsible and accountable to make requests of others and decline or accept a request. When people are truly committed to their accountability, they deal with lack of authority as a problem to be resolved rather than a justification for quitting on a project.*

things happen.

In a transforming, vision-based ministry, people must be responsible not only for their individual tasks but also for the ministry as a whole. I believe that many people are much bigger than the amount of responsibility they have assumed, and most environments don't allow for the fullest measure of responsibility.

In a transforming spiritual community the individual needs to see herself or himself as the source of responsibility. Again, my experience in transforming environments suggests that typically a person's responsibility falls short of his or her authority.

Responsibility starts with the willingness to make a difference in something. It is not being concerned with whether or not is "my" job, why it wasn't done before, who is to blame, or who will get credit. Responsibility is first a willingness to take the point of view that you have something to do with everything around you.

Responsibility is often an act of courage. It has remarkable power to impact performance because it generates action beyond that which is merely "reasonable." Responsibility is more a function of self-motivation than it is a function of structure.

In a culture of responsibility, you see something that needs to be done, and you set about getting it done either through your efforts or through the efforts of others. When there is room to say "that's not my responsibility" things don't get done.

In my ministry, the members of our leadership team take the point of view that "I may not be accountable for all of what happens, but I'm going to relate responsibly as if I can be a cause of the manifestation of the entire vision."

## Closing Thoughts

I believe that in a transforming ministry everyone has the authority to make a request of someone else; everyone is both responsible and accountable to make requests of others and decline or accept a request. When people are truly committed to their accountability, they deal with lack of authority as a problem to be resolved rather than a justification for quitting on a project.

In a subsequent article, I'll discuss the ways in which you can create an environment in which people act responsibly, stop blaming others, and quit using lack of authority as a reason for not doing the job.

## Future

*Cont'd from page 1*

"live" experiences of people in ministry talking about "What I did and how it worked (or didn't)," "what worked (or didn't)," "what I feel I will do (or avoid doing) in the future," and "break-through" experiences in general (900 words or less, please). This invitation is to ministers, partners (spouses) in ministry, licensed teachers, youth educators, board members, and other volunteers and staff.

We have run readership surveys in both *Contact* and *Minister's Letter*, about what you want/need to have your *Contact* magazine provide you. We have implemented every practical suggestion possible. Your Editorial Committee, the staff who work on *Contact*, and the authors who contribute educational and administrative assistance articles feel we have a good magazine. The real test of this is if it is being used. *Contact* need not be filed neatly on a

bookshelf after reading. Remember that anyone affiliated with your ministry may receive his/her own copy by just asking to be placed on the mailing list (name and either home address or ministry address).

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

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

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

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

## The 1990's: A Decade For Sharing Unity



Carolyn Craft  
Radio/Media Coordinator

A Washington Post article on religious broadcast in the Soviet Union, recently quoted W. Ralph Mann, a lawyer-evangelist as warning: "If the church fails to evangelize now, the world will be taken over by the New Age movement and the forces of the antichrist."

Perhaps a more refreshing way of looking at the accelerated activity of spiritual awakening around the world is through the eyes of Carly Simon in her theme song from the movie "Working Girl." *She sings of the new Jerusalem being birthed. This rebirth is happening within many in our world. It is also requiring continued expansion in our Unity churches and centers.*

"The National Religious Broadcasters have fallen on hard times," according to recent articles in *Christianity Today*, the leading evangelical magazine. What does this mean to us? You know. You are experiencing it in your ministries. The unchurched are disillusioned with the idea of religion and the need is stronger than ever before for evolving the new Jerusalem. Through Unity principles, the "unchurched" can have a safe environment to experience, as well as celebrate the discovery of their selfhood.

It is important to note that in broadcasting the Unity message, we are meeting these "unchurched" Truth seekers WHERE THEY ARE, especially with radio. We are speaking to them in their homes, offices, cars; in all activities where their personal needs are more keenly felt.

Of the messages received from you by the Radio/Media Department (1 minute, 5, 15, or 30-minute broadcasts) most are not evangelical, but comfortable and appealing in nature. In Unity, we realize that it is evangelism that has turned many people away from attending church. Yet, there is still a continuing rise in the need for spirituality in our country. The 1988 Gallup poll confirms faith and belief are growing; 84% of Americans believe in

the divinity of Jesus Christ (an increase from 78% in 1978); 44% (up from 41% in 1978) say they do not attend a church or synagogue, yet 30% say religion is very important in their lives. Also revealed in this study, 59% of respondents complain their churches or synagogues are too concerned with organizational as opposed to theological or spiritual issues.

Within these statistics is a yearning for something more in their lives. As John Naisbitt shares with us in his book *Megatrends 2000*: "Religious belief is intensifying worldwide. American baby boomers who rejected organized religion in the 1970's are returning to church with their children in tow or joining the New Age Movement."

He goes on to say: "In turbulent times, in times of great change, people head for the two extremes: fundamentalism and personal, spiritual experience... both are seeking the same thing--a link between the secular worship of science and technology."

In Unity, THIS IS YOUR OPPORTUNITY TO LET YOUR VOICE BE HEARD. Perhaps there has never been a more important time in Unity's history to let seekers know not only *who we are* but, more importantly, *where to find us*.

If you are not already engaged in a broadcast program, let your voice be heard. Share your message. More and more "unchurched" individuals are waiting to hear from you.

### For Your Information:

#### 1. Terminology affiliating centers with Daily Word:

All Unity churches and centers may use the following terminology in print and/or broadcast to affiliate themselves with Daily Word:

"Affiliated with Unity School of Christianity, publishers of **Daily Word**."

**Daily Word** should be bolded.

#### 2. Short Wave:

Sales of short-wave radios around the world are up, and so is short-wave listening. Evangelical Press said recent studies showed that among both secular and religious short-wave programs, Heralding Christ Jesus' Blessings (HCJB) is one of the world's most popular stations. Brent Allred, host of HCJB's DX Partyline, attributes the popularity to its mix of cultural and general interest programming. "We present the gospel in a creative way that doesn't sound preachy... a large share of HCJB's listeners are non-Christian," he said.

### Radio's Good News!!

♥ "Our congregants like the radio spots, and it is really clear that we chose a station that our present participants listen to."

"This project fulfills a vision that I have held for Unity. I think people will listen to a heartfelt message of hope."

Jim Fisher, minister  
Unity Christ Church  
Minneapolis, Minnesota

♥ Mike Fotheringham, minister of Unity of Salt Lake City, in Salt Lake City, Utah, is now airing one minute messages weekly on WNN Radio (a satellite radio format originating from Florida). WNN is a motivational station. Congratulations Unity of Salt Lake City.

♥ "We get letters from roughly a one-hundred mile radius. In other words, radio puts Unity into people's homes who could not otherwise have this contact. Nearly all requests for tapes include an offering. Our program is financially self-supporting and beyond that, has generated an affection for this ministry in a community that tends to be fundamentalists. Needless to say, I'm sold on radio."

Douglas Bottorff, minister  
Christ Church Unity  
Springfield, Missouri

The following are excerpts from respondents to Douglas' radio ministry that he wanted to share:

"Thank you so much for bringing the message over radio, it has helped us a great deal. Even my nine-year-old listens intently, laughs, and learns."

"Please accept the small contribution enclosed to help continue the very fine work that you do."

"I had no knowledge of the Unity Church prior to one and one-half years ago. Then one Sunday, I turned on the radio. I had reached a new low--filled with despair. I had not been in a church of 20 years and had totally given up on the idea of a God, until that Sunday when your service was broadcast."

"We listen to your broadcast every Sunday morning and enjoy it so much. I'm sending my tenth to be used however you choose."

"I found what you were saying very interesting. Could you possibly send me any information about Unity--its history, beliefs, practices, etc., anything that you feel would aid me in my understanding."

"We enjoy the Unity program very much, and enclose a love offering."

"Even though we are present for your sermon each Sunday morning, we enjoy the "radio repeat" the following Sunday, and frequently glean more benefit the second time around."

### 3. EXCERPTS from Radio Advertising Bureau's March 1990 issue:

#### Nationally:

➤ "Radio's major inherent strength is targetability" (age groups, geographical area, cultural bias; special interests and male, female, teens, etc.).

➤ Households buying daily newspapers dropped to 65% (from 71% in 1983).

➤ Speciality magazines are stealing audience among each other rather than increasing market share.

➤ Of all media, radio still commands the most loyal following.

#### 4. VISN:

VISN (Vision Interfaith Satellite Network), is now distributed on 381 cable systems across the nation, some serving several communities, and reaching seven million households, up from three million at the outset. It has also more than tripled its programming time on the air from five hours to eighteen hours daily. The network prohibits

proselytizing for particular denominations or soliciting funds. Denominations pay the cost of their own productions, supplying them free to the network.

NOTE: Programs can be placed on this (one of only four religious satellite networks) network if you have video programming which is current and suitable for National Syndication.

### Radio/Media Highlights at the Convention:

❖ New 60-second radio campaign "Come Grow With Us" will be debuted Thursday morning and available by order form at the Radio/Media Communications display.

❖ Voice of Unity \$1,500 Creative Award application available at Radio/Media display.

❖ Comments/suggestion forms available at Radio/Media display for your input regarding your needs from the Radio/Media Department.

Stay tuned!

# Telemarketing Used for New Church

Strategically planned two Sundays before Easter, the initial Sunday service for The Church of Today--Unity in Schaumburg drew 153 people in attendance. Pioneer minister Don Sizer started the new church with the support of Chicagoland Unity ministers Sara and Mike Matoin, Ruth Harders, John Williams, Richard Billings, Jack Poole, George Baker, and Vi Davis.

Telephone volunteers from Unity Church Northwest in Des Plaines, Unity-in-the-Valley in St. Charles, Unity Church on the North Shore in Evanston and Unity Church of Chicago made 10,000 phone calls in a three week period to create a mailing list of 750 unchurched residents in the Schaumburg area.

Most of the phone calls were made from a real estate office which had generously offered the use of its phones in the evenings for three weeks. The twenty-nine telephone volunteers who participated in the program had a good time. We found it enjoyable to talk with friendly, interested people. There were no vulgar responses. It seems that people are nicer when they are talking about church or God.

In the last three years, over 4,000 churches and 90 denominations have used *The Phones for You* program adding thousands to attendance rolls in churches worldwide. The program was developed by Norman Whan, a telemarketing businessman who became a Quaker minister, and who is now the director of Church Growth Development International, Inc., in Whittier, California.

The program has been used successfully in forty-six countries and is produced in a number of foreign languages. The basic concept is that the number of people who come to a service is directly related to the number of phone calls made.

While there are many ways to start a new church or to expand an existing ministry, the telemarketing method certainly worked for Don. In just eight weeks, this outreach program created a church attendance which generally takes one year to build.

Some areas are more receptive to church telemarketing than others. Don conducted a "1000 Dial Up Test" to determine the potential receptivity before making a final commitment to start a Unity church in Schaumburg. We made 1,000 calls, giving 40 seconds or less to each call. The word track was simply:

"Hello, this is (Susan EngPoole) with Unity. We are considering starting a new church in this area in April. Before we do,



Susan EngPoole  
Expansion Coordinator

we're calling some of the people here to see if we could ask a couple of real quick questions that would help us in our decision. Are you actively involved in one of the local churches at this time?"

If yes, our response was: "That's great! If we started a new church, of course our interest would be in those people who don't already have a good church home. We're glad that you do. Thank you for your time and God bless you."

If no, our response was: "That's fine! One of the things we'd like to do, if it would be okay, is to mail out some information to people in the community to tell them about some of the programs we will have available for all age groups. If we do decide to start a church here could we send it to you to help keep you updated on our progress?"

After a person expressed an interest, five mailings and a final call followed over a four week period.

The "one percent rule"--20,000 calls resulting in 200 people at the first service does not hold true for the existing church. The existing church can expect approximately one-half the results of a new church. With 20,000 calls, expect 100, not 200, on Celebration Sunday and 50 the following Sunday. However, adding 50 to the average Sunday attendance is not bad! People get excited about something new more readily than about something old. Those who come to an existing church do not feel the same sense of urgency to return. For the new church, The Church of Today



Don Sizer  
Minister  
The Church of Today

people feel their participation and attendance is crucial.

Once word got out about the new church, 70 people responded to volunteer their help. James E. Stewart of the "Practical Spirituality" radio broadcast endorsed the new church through his weekday New Thought program which helped attract new people who also invited their friends. According to Worshipper Registration Cards, most of those attending Don's celebration service were invited by friends. As predicted, 50 percent of the Celebration Sunday attendance have continued to attend regularly. This gives Don a core group of 75. Fifty percent of Unity churches have less than 75 people attending on an average Sunday.

Telemarketing alone is not enough to create a successful church. The Church of Today--Unity in Schaumburg encourages those who wouldn't think of going to

church services, to come to something that is going to meet a need in their lives.

Don's goal for the church is to provide a warm, friendly atmosphere, dynamic music, an inspiring message, and a caring children's church. His promise is that if you will bring your children one Sunday, they'll bring you back the next Sunday.

Support programs for families, couples, singles, and seniors feature outstanding speakers and authors who present new and exciting approaches to creating peace of mind and high self-esteem. The church site is the beautiful Meadows Corporate Center Auditorium. The quality of image and the excellence in performance is apparent.

(Note: *The Phone's for You* program may be ordered by calling (714) 990-9551 or writing to Church Growth Development International, Inc., P.O. Box 1607, Whittier, CA 90609-1607)

## Computer Talk

### Getting Organized Part I

by C. Richard Stone  
Chairman, Computer Committee

I've good to get organized! How many of us have said this? One place we need organization is in handling our computer files. Those of you who are only using floppies can organize by using a different floppy for each group of files. But the best advice I can give you is: buy a hard disk. Your programs will run faster, and you will have an easier time organizing and finding files.

A hard disk is essentially a huge floppy which is rigid. In fact, a hard disk is sometimes called rigid disk. It can hold vast amounts of information, but is not removable; at least, not easily. Because it will store so many files, finding a particular file can be a real chore. The key is organization.

We organize by creating directories and subdirectories. Think of a file cabinet. The cabinet is the hard disk. The drawers within the cabinet are the directories and the file folders in the drawers are subdirectories (a rather loose comparison).

The first directory is always the Root Directory. The computer always puts you in the root director when you boot up. "Booting," by the way, comes from the idea of the computer starting itself up by "its own bootstraps." The Root Directory will usually be identified by the C:> prompt, although it could be D:> or E:> depending upon how your hard disk is configured. Most of you will see the C:>

prompt. This means you are in drive C, in the root directory. You can always return to the root directory, no matter where you are, by typing CD\ . Note we are using \ not /. This is very important. All directories and subdirectories are separated by \.

Now, let's say you have a lot of letters you want to keep track of. You could create a directory called "Letters" off of the root directory (C:\). This would be typed: C:\Letters. Letters is a subdirectory of the root directory. Then you might create a subdirectory for "Church" and "Personal" to separate these letters. You would then have two more directories:

C:\Letters\Church and  
C:\Letters\Personal

"Church" and "Personal" are subdirectories of "Letters" which is a subdirectory of the root directory. Got it? You could even make directories for each month out of "Church" and "Personal." That path would look like this:

C:\Letters\Personal\June and  
C:\Letters\Church\March.

"March" is a subdirectory of "Church" which is a subdirectory of Letters\ which is a subdirectory of the root directory. And each directory can have files in it. It is very much like walking through various rooms where you store information.

Next month we will take a look at how to make subdirectories, name them, move around through them, and get rid of them.

# Professionalizing a Volunteer Program



**Martha Loehr**  
Executive Assistant/Office Manager

## Recruitment:

In the previous article (May *Contact*), the overall importance of volunteers was addressed as they relate to advancement of the ministry institution. Secondly, a volunteer program should be carefully planned, administered by a professional coordinator, and implemented as though volunteers are staff members—even though they are not directly paid.

Once the overall program is ready for implementation, the next step is recruiting people for volunteer positions. An essential component is deciding what group of people will likely be interested in the volunteer task(s). Who is best suited for the unpaid position(s)—the general membership, working adults, retired people, teenagers, or a combination?

Once the "who" question is answered,

**The membership is a somewhat captive audience particularly attuned to the needs of the ministry.**

ideas will probably present themselves for contacting this particular segment. The ministry may already have several avenues of contact such as support groups, friends of current unpaid staff members with similar skills, and classes for people with special interests.

If there is no current avenue, it is time to create one. This could take the form of beginning a support group, offering a new class, or starting a community outreach program. It is then possible to enroll people in these activities, and perhaps they will become part of the unpaid staff. Any new classes or programs should, however, be legitimate in themselves, not simply an avenue to enroll people in unpaid staff activities. If they are to view the ministry as well run, the classes and programs must reflect this.

Once the decision is made of who to

contact and how, it is necessary to communicate the opportunity. Most people give their time and talents because they are asked. O'Connell states that 44 percent of volunteers first became involved because someone asked them to help (p. 10). The message should define what is to be done, and why this is important. Specific information about the tasks can be communicated when people respond. Remember also, to ask those who respond if they know of anyone else who might be interested. O'Connell also states that 29 percent of volunteers started volunteering because of family members and friends who were involved, and 31 percent through participation in groups (p. 10).

**Recruitment methods vary with the person doing the recruiting and the ministry environment.**

A number of recruitment methods are available to ministries. The membership is a somewhat captive audience, particularly attuned to the needs of the ministry. Yet, ministries easily fall into the patterns of using the same people for the same tasks repeatedly. This develops a broader base of support and skills, and is less likely to produce volunteer burnout.

One recruitment method, depending upon the job design, that may be appropriate is to issue a general invitation to the membership to participate. This may be done through the bulletin, newsletter, or oral announcement. This can make selection difficult if a large number of responses are received, but it can also broaden the base of new participants and foster the general feeling of ownership among members. A second method is to observe new members for particular interests and abilities (*Youthworker*, p. 28). This can lead to a form of "elitism," but can also reduce training time, getting particular tasks done quicker and easier. The same rationale may apply to recruiting from special interest classes or support groups. Yet, if the job is critical and time sensitive, this may be an approach to consider.

This method of observing and recruiting for specific talent may also be particularly valuable in recruiting candidates for committees or board positions. If current leadership has identified the need for a particular skill or combination of skills, it is appropriate to look for someone with these particular skills.

These are only a few of the methods of recruiting unpaid staff. Recruitment methods vary with the person doing the recruiting and the ministry environment. It is essential, however, to determine what works, and put it to use consistently

to develop a cadre of unpaid staff.

The next article, training, and selection will be the subject of discussion. Check the next issue for further development of a volunteer program.

## References:

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

(This is a book I borrowed from a fellow staff member. It should be available from libraries or from the publisher in Richmond, Virginia.)

"Daring Goals for a Caring Society."

The Independent Sector, 1986.

(Independent Sector was founded in 1980 to explore the possibility of stimulating giving and volunteering. It is a nonprofit coalition of 650 corporate, foundation, and voluntary organizations. One of its founding members was Brian O'Connell, author of *The Board Member's Book*.)

Gaston, Nancy A., "Easy Does It: Initiating a Perform Evaluation Process in

an Existing Volunteer Program." *The Journal of Volunteer Administration*, Fall, 1989, 27-31.

(This is a professional journal published by the Association of Volunteer Administration, P.O. Box 4584, Boulder, Colorado 80306. Membership is available, but not required for journal subscriptions. Current subscription price is \$24 per year.)

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

(*Youthworker* is a journal for youth ministry available from Youth Specialties, Inc., 1224 Greenfield, El Cajon, California 92021.)

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

(This book address the roles of boards of directors as well as some general information on volunteers. It is available from The Foundation Center, 79 5th Ave., New York, New York 10003.)

## Launching

*Cont'd from page 1*

Ours is a religion for the future, and Unity will manifest this destiny only as you and I create this kind of future by our ability to see the possibility.

Last year, *Unity School* generously gave us ten acres of land where we can build our own "Unity House." By creating our own Unity buildings, we have the capacity to be more in control of our own space needs, to have a facade that is identifiable so the world will know we exist, and have a "base camp" that we know is ours through all the changes of the world around us.

Many of us have rented homes and apartments for meeting facilities for our church services. There is a different experience totally when living and working in rented facilities as opposed to having "your own place." In our own place, we develop a different consciousness and, after all, this is what we teach. Within this consciousness, all kinds of opportunities unfold because we are building on the basis of a solid foundation.

A friend of mine is a mountain climber and has shared with me the complicated preparations involved in mountain exploration. Not only must they carry everything with them, they must have equipment and food for all kinds of conditions, with the additional capacity of rappelling on steep surfaces and being tied together so they can protect themselves should one fall. Significant in all their plans is a solid "base camp." This is the place where someone is always present, caring for the supplies and provisions. In addition, they make

certain that whenever any member of the party comes in from "the wild," regardless of how long he's been gone or where he's been, he will find not only a welcome but whatever he needs in the way of food, medicine, care, or rest. Evidently, by having a strong base camp, the whole expedition can go forward with a greater possibility of success.

As my friend talked about the base camp aspect of his mountain climbing expedition, I immediately saw the parallel with our new Unity House that we will be building. Our capital fund raising program will enable us to have a "base camp," from which we can explore the future and create a stable and secure basis for our operation. It seems to me our own Association of Unity Churches headquarters will establish a base camp from which we can create all the exciting futures of Unity that can be fulfilled only as we can see the possibilities.

Here we go, launching our second century. Not unlike a group of mountain climbers ready to scale the summit, or like Columbus ready to chart unknown seas, we are the ones chosen in this day to have the ability to see new possibilities. We are going to build a base camp from which to scale marvelous mountains. One hundred years from now, when Unity celebrates the beginning of its third century, those who have taken our places will look back to us with joy and wonder and give thanks that we dared to dream, dared to see beyond the current realities, dared to see new possibilities, and dared to build a base camp to make them possible. Truly, we are launching the future.

## Partners in Ministry

a network of spouses of ministers

"Just what does the spouse of a minister do, and why is it any different from being the spouse of any other professional—a doctor or a lawyer for instance?" This was the basis of a question asked me by a doctor who was a new visitor at church.

My answer was mostly a series of questions directed back to him. "Is your spouse expected to assist with your operations? Is the spouse of a lawyer expected to be at all trials. Is your spouse supposed to know all your patient's names and is she expected to be present when they come in for an appointment? Do your clients ask your spouse for opinions on your work? Or would she make an appointment for them to see you? Is your spouse expected to know everything that goes on at your office or the hospital?"

The answer to all these questions was "No." For the spouse of a minister the answer to most—if not all—these questions is "Yes." It is not easy, and yet at the same time it is incredibly satisfying and fulfilling. What it has made me realize is we are special, unique beings, with a talent that far exceeds that of any other spouse of a professional.

We can answer your question about the above questions and many more and still manage a career of our own, raise a family, go to school and maintain a loving relationship. Do we have problems? Yes, of course we do. Our little human ego wouldn't have it any other way, but we handle it better and with more love than any other professional's spouse. All of you are the very best at doing this special unique ministry.

The results of our survey will be shared at the convention in Dallas. We have a workshop and a luncheon planned. The speaker will be David Thomas of Thomas and Associates who has tabulated the results. Also, if possible, I would like to get together with you at your regional conferences and talk about the survey. My wife, Shay, will be



Al Sears

attending all the regional conferences and I hope to travel with her.

This job is a volunteer position at the Association, so I may not always be able to be there. Actually, for me it is a labor of love and a wonderful privilege to serve and network with you. I would appreciate it if someone from each region would set up a time and place for us to meet at the regional conference and let me know. I will do everything in my power to be there.

I think it is important for us to meet, talk and support one another. *Now, the best there is in my opinion, and together we will be even better. You are not just the spouse of a minister; you are a partner in ministry. The key word is partner. You are a blessing to your minister/partner and his/her congregation. I am reminded of something Karin shared in CONTACT last year: "When life gives you lemons, you have the recipe for lemonade."*

Thank you in advance for your support. I look forward to hearing from you soon. Blessings!

Write:

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

## Leadership

### The Mantle of Leadership

by V. Stanford Hampson  
Unity - Palo Alto

The call to be a "city set on a hill" is a part of our American tradition. It's also a part of my consciousness and yours to feel that Unity is such a light to guide all people. I feel that in all of our churches we create the consciousness of serving not only our own communities but the entire world as radiating centers of light. To be a light involves leadership. I mean, as you and I would be beacons of light, we have set ourselves up to lead.

Leadership has its responsibilities. We need to pray and we need to be present to do the things that lead. With this idea, I have tried to make my leadership a presence in our Unity movement for most of the almost 30 years that I have been ministering. I feel that it's another way of tithing, in time and money, to contribute to the overall Unity movement. You do this too. Our regional and national committees and conferences are ways we

lead. Being available to each other, sharing ideas, creating an exciting Association of Unity Churches, including conventions such as this one in Dallas, are all part of leadership.

For many years I didn't say too much to the people in my church about my involvements in Unity beyond our church. I had read once in a church magazine that congregations aren't very interested in the national church scene. I had found that true in my conversations and so had let it drop. For some reason, probably because I was getting some resistance to my being gone so much, I realized I needed to reverse that policy in my

mind and start educating my people to share my vision of the importance of leadership in the Unity movement.

Now, whenever I'm going back to Unity Village or to one of our regions, I tell my people what I'm doing, I ask for their prayer support, and I remind them that this is part of our extra way of tithing to the future of Unity, by giving our presence and our leadership. The mantle of leadership requires that we are doing the things as a congregation and as ministers that help Unity become the best that it can be.

Right now, Helen and I are on committees for the Association. Boy, are we! My associate ministers have always been involved in regional and national leadership as well. I encourage our church staff and board to get involved in our regional Unity events and conventions. I talk often to the people here about the joy and privilege of "being the light." By sharing this vision and importance with our people, I believe that they are as excited as I am for our ability to wear the mantle of leadership and be that city set on a hill.

There's plenty of room at the top. Come on up, the view is great! As you feel the call to greatness in your soul for a great Unity movement, respond to this invitation and share it with your congregation. As you are supporting Unity with your tithes and gifts, support the future of Unity by your active participation. Talk to our Association board and committee members, find out what they do and how you can get involved. Committees often need subcommittees. Start any place. You and your congregation will benefit from the commitment to excellence that comes in joyously wearing the mantle of leadership.

## Sparkplugs

Talk Topics and Sermon Starters from Unity publications.

This month:

Unity magazine, June 1990

The Unity movement cannot appropriately be described without using the word *prayer*. It is our infrastructure and lifestyle. At Unity School of Christianity, the month of June brings an increased focus on prayer.

The June 1990 issue of *Unity* magazine helps us to focus our thoughts on prayer, meditation, going within, and walking more closely with God. If you thought everything had been said that could be said about prayer—take a close look in this issue of *Unity* magazine.

Some fresh new suggestions for preparatory relaxation for prayer are found in V. Stanford Hampson's article, "Help Wanted: Inquire Within." Marion Brown's contribution, "Reflections on The Lord's Prayer," will bring forth some new insight about meanings underlying

this ancient prayer, and Jim Fisher's "Answered Prayer" reaffirms that prayer is *always* answered. In "A Closer Walk With God," Jim Rosemergy writes that experiencing forgiveness builds a greater relationship with God and makes our prayer time more significant. Douglas Bloch shares a personal experience in "Listening to Your Inner Voice," encouraging us to pay more attention to what Spirit is conveying to us in our prayer time. Charles Fillmore's article "True Prayer" shares some of his basic teachings about the silence and prayer.

Other articles and poems in the June 1990 issue of *Unity* magazine provide you with unlimited possibilities as you prepare talks and classes on the subject of meditation and prayer. Make it a practice to use *Unity* magazine as a reliable source of ideas, suggestions, and starters for your talks.

*Unity* magazine can be ordered by yearly subscription or individual copy from the Sales Department of Unity School of Christianity, Unity Village, MO 64065. To order by phone, call (816) 251-3571.

# Special Tribute to Unity Minister

As the Unity movement worldwide celebrated the conclusion of our first century of service, another important milestone was passed in Little Rock, Arkansas. September 1, 1989, marked the first decade of service by Reverend Earl H. Andersen as minister of Unity Church of Little Rock. As the Unity consciousness has expanded worldwide from the vision of Charles and Myrtle Fillmore, so Unity in Little Rock has expanded from the vision of Earl Andersen.

Even though Unity Church of Little Rock had built a new 200-seat sanctuary in 1973, parking, education, and fellowship facilities were still inadequate for the seventy-member congregation. The newly ordained Reverend Andersen and his wife Chris immediately saw that much work was needed to transform the church from a state of stagnation into a thriving ministry. They rolled up their sleeves and went to work doing everything from cleansing the restrooms to cleansing the consciousness. An organizational structure had to be provided to

empower and motivate more members to dedicate themselves to this holy work--in spirit, soul, and body.

Articles of Incorporation, Constitution, and revised Bylaws were approved in 1984, providing a framework of twelve committees, including a twelve-member Board of Directors. Members and friends were encouraged to actively serve in all areas of the church. As a result, the active membership now numbers over 150, with a core group of more than 50 committed volunteers. Church staff currently includes a paid minister, administrative assistant, music director, youth education director, and custodian.

A paved parking lot was added to easily accommodate 100 cars and a handicapped access to the building. A multipurpose addition of 600 square feet was built in 1986 to provide space for education and fellowship. Last year new kitchen appliances and flooring were donated, as well as a beautiful new sign to greet and inform. In March of this year a new roof was added.

Our ministry in Unity is not confined to any building, hence the imperative of outreach programs. Unity Church of Little Rock has provided countless hours of community service by its members. Most notable was the effort to help provide Christmas dinner to 80,000 hungry Arkansans. This volunteer project was fulfilled in cooperation with two statewide community service organizations, leading to Reverend Andersen's appointment to the board of a state program for helping exconvicts and their families readjust.

Myrtle Fillmore once wrote that "the mission is not to entertain the children but to call them out. To be entertained is to be dwarfed and dependent. To be 'called out' is to follow the harmonious law of the soul's unfoldment." This law must also be true in the relationship of the minister and the congregation. Earl Andersen has activated this law with his empowering leadership style. Under Reverend Andersen's spiritual and practical guidance, three ministerial students

have been accepted from Unity Churches of Little Rock. Two are currently serving as ordained Unity ministers. The third is to begin studies this July. What greater evidence of a mission fulfilled than to watch as those entrusted to our care become Christ-conscious participants in the furtherance of the Unity faith. As the worldwide Unity movement dedicates our second century to the children, it is reassuring to see leaders of the quality of Reverend Andersen dedicating themselves to the spiritual advancement of children of all ages through empowerment, thus fulfilling the mission to "call them out."

"UNITY CHURCH OF LITTLE ROCK IS A CONGREGATION FOUNDED IN THE TRANSFORMING PRINCIPLES OF TRUTH AS EXPRESSED THROUGH JESUS CHRIST AND DEDICATED TO PERSONAL GROWTH THROUGH WORSHIP, EDUCATION, AND FELLOWSHIP."

Respectfully submitted by  
Helen Nelson  
Unity Church of Little Rock

## Community Service

Easter Sunday was celebrated with a Sunrise Service at the Overton Park Shell in Memphis, Tennessee. Now in its fourth year since an extended hiatus, this community service just gets bigger every year. This year's nondenominational service involved six clergy members from various religious organizations and two choirs.

The gathering was probably the biggest since the service resumed at the Shell in 1987 (2,500 plus). It included everyone from sweat-shirted collegestudents and retirees in tweed to bundled infants and a set of young twin boys, clad in matching slacks and sport coats.

Unity Christ Church and First Unity Church in Memphis, Tennessee, participated in this special event.

Fortified against the cold, the congregation

was told by Thelma Hembroff, minister of Unity Christ Church, to take notice of the serene park providing the backdrop for the service.

Bernard Dozier, minister of First Unity Church, said the facility is a natural for the service. "I don't know of another place that lends itself," he said.

The Shell, dedicated in 1936, was long a popular site for musical and religious events. Its decline began in the 1950's and later it was plagued with vandalism, vagrancy, and other problems.

Collections offered during the Easter service were divided among Unity Charities and the Save Our Shell group.

Near the end of the service, many in attendance held hands as the hymn *Let There Be Peace on Earth* was sung.

## Dedication service for new education wing



Dedication of new education wing at Tampa Unity, September 10, 1989. Pictured, left to right, Ross Goodman, minister; William Bellis; and board chairman Steve Pulliam.

Tampa Unity in Tampa, Florida, recently dedicated their new education wing. The William H. Bellis Education Wing, named in honor of past board chairman, consists of a nursery, three classrooms, a large general area for assemblies, restrooms, and a very large storeroom. Each classroom has its own

cupboard and there are four cupboards in the general purpose room. The whole area is carpeted in a warm plum color.

Joan Goodman, Youth Education Coordinator, reports: "We feel so blessed to at long last have adequate classrooms (we had three before) for our ever growing youth ministry."

## Wilsons Honored



On February 11, 1990, the Unity of Rockdale Church in Conyers, Georgia, held their annual homecoming by surprising their ministers, Curtis F. Wilson and Gladys C. Wilson (pictured above). When the ministers entered the sanctuary that morning and asked what kind of day it was, the congregation held up T-shirts that read, "It's a beautiful day in Conyers, Georgia," their favorite Sunday morning saying. They were also presented a red silk rose corsage and boutonniere. The surprises were not over as the congregation adjourned after the

services for a covered dish dinner at the Community Center. After dinner, the choir sang, *Irish Eyes Are Smiling* and *Memories*. The Y.O.U'ers presented the skit, "A Frog In the Middle of the Road," Curtis' favorite story to tell. The finale was the presentation of a large memory book to them. The congregation and friends from Missouri, Florida, and Ohio had sent memories of the couple to be placed in the special album. This album holds precious memories of this wonderful couple only they could have made through their dedication to God's work.

## Expansion of middle school

Unity of Delray Beach, Florida, recently dedicated its new \$500,000 middle school. This has been a long time goal and represents the culmination of many years of growth in the center's consciousness. The existing school has catered to preschool students through the early grades, and has now expanded to accommodate junior high pupils. Current enrollment is three hundred and seventy-five, with a staff of forty, and

plans for future continued expansion are in the works.

The Unity philosophy is present at all times in the classrooms, and the school has won state and local awards for the excellence of its curriculum and teachings.

Congratulations to the dedicated members and minister, Gregory Barrette, for the fine work being accomplished at Unity of Delray Beach.

## International News

### Africa:



The Nigerian ministers during their 1989 Conference.

### India:



"Green Dale" compound with main building to be converted into a public meditation hall for Unity Ashram of Practical Christianity in Madras, India.

## Blessings of Love

It may have been Lucinda Matlock who said, "It takes life to love life," but The Reverend Mary Katherine MacDougall loves life and teaches others to love life. On Saturday, March 17, she was the guest of honor at a reception at the Unity Center of Positive Prayer. The event noted the fifteenth birthday of the center and acknowledged Mary Katharine's decision to take a different path in her career. She will spend more time writing, traveling, and playing, and will relinquish the responsibilities of being a full-time minister at the center. Being an ordained minister was not on her list of things to do after she received her license as a Unity teacher. She was spiritual leader of Unity Center of Positive Prayer when the congregation requested that she be ordained.

Born and educated in Michigan,

Mary Katherine had already been successful as mother, student, teacher, author, publisher, newspaper woman, and metaphysical lecturer--a lady ahead of her time. She is the first woman minister to give the opening prayer for a Texas session of the legislature. She has held key committee positions for the Unity headquarters in Missouri and has received their most coveted award, Light of God Expressing. She is justly proud of her five children, each of whom has chosen his or her own way in life, and of her five grandchildren. Mary Katherine and her husband, Lynn Schneider, reside at the family residence on Hartford Road. Schneider's hobby, bicycling, has become one of their favorite pastimes.

Over the years she has been continually in touch with friends she has known in her work all over the world.

Members and friends with minister, Carl Peter Pri-anthen (center), in front of "Green Dale."



# Financial Statement

On behalf of the Association of Unity Churches' Board of Trustees and staff, we extend to you our deep gratitude and appreciation of 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.*

*Our prayer for expanding our future in Unity:*

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

## ASSOCIATION OF UNITY CHURCHES Statement of General Funds Operations Eleven Months Ended February 28, 1990

|                                      | <u>February</u>     | <u>Year to Date</u> |
|--------------------------------------|---------------------|---------------------|
| <b>INCOME-OPERATIONS</b>             |                     |                     |
| Love Offerings                       | \$110,853.90        | \$842,614.11        |
| Other Income                         | 504.53              | 25,748.96           |
|                                      | <u>\$111,358.43</u> | <u>\$868,363.07</u> |
| Less: Tithe Transfer                 | 12,052.72           | 91,022.07           |
|                                      | <u>\$ 99,305.71</u> | <u>\$777,341.00</u> |
| Gross Profit Material                | 4,586.45            | 61,761.13           |
| Total Income                         | <u>\$103,892.16</u> | <u>\$839,102.13</u> |
| <b>EXPENSES-OPERATIONS</b>           |                     |                     |
| Total Expenses                       | \$61,392.91         | \$802,123.16        |
| <b>INCOME OVER (UNDER) EXPENSES:</b> | <u>\$ 42,499.25</u> | <u>\$ 36,978.97</u> |

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

Month of December: \$11,752.41  
Year to Date: \$98,793.75

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

# Annual Report 1989



## Association of Unity Churches®

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

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

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

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

### The Purpose of the Association of Unity Churches

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

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

Support services provided by the

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

### What the Association Does For You

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

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

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

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

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

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

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

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

- Biannual identification cards for

ministers and licensed teachers.

- Provide information for post-graduate credits and courses; maintaining and delivering a full professional enrichment body of knowledge.

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

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

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

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

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

tee.

- Licensing of Unity teachers.

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

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

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

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

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### Board of Trustees (\*Executive Committee)

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Virginia Beach, Virginia

Pat Barker  
Cincinnati, OH

Alan Rowbotham\*  
Roanoke, Virginia

Gerald Melin  
Castro Valley, California

Southwest.

► Regional and National Conferences. Annual conferences are held in which ministers, licensed teachers, and delegates may participate. Postgraduate programs are scheduled at all regional and national conferences.

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

► Two different retirement programs.

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

### During 1989

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

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

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

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

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

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

► Recognizing our expanding future in Unity, taking preliminary steps to provide a new office home for our Association.

► The Executive Committee continues to review accomplishments related to the identified goals, and to prioritize, revise, and develop new goals and action plans for 1991. A highlight of goals and action plans accomplished in 1989 include:

- Templeton Radio Grant now four \$5000 grants per year.

- European-African International Broadcasting continued in 1989.

- Functioning computer bulletin board system accessible to ministries.

- Developing cadre of trained min-

isters.

- Increased inventory of Spanish material.

- Established fund for capital projects.

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

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

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

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

- Ongoing training of liaison representatives in each region.

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

- Refinement of Committee Commission Statements/Responsibilities.

- Church Growth and Development Consultant CONTACT article monthly.

- Church Development and Management Training CONTACT article monthly.

- Proactive, accountable Board.

- Creative, cohesive, field responsive Education Department.

- Ongoing revision and creating of Youth Education materials.

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

- Continuing review and revision of Association Bylaws and Recommended Bylaws for Centers and Churches in response to a vital, growing movement.

- Revitalized Development Committee.

A great many organizational challenges and opportunities exist for the Association. Creating this yearly planning process ensures that the organization will continue to strive to define its

## Association of Unity Churches Staff

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

**Glenn R. Mosley**  
Executive Director

**Martha Loehr**  
Executive Assistant/Office Manager

**Susan EngPoole**  
Expansion Coordinator

**Ann Coolidge**  
Expansion Assistant (part-time)

**Kymberley Rhyner**  
Support Services Coordinator

**Janet Marsh**

Support Services Assistant (part-time)

**David Pickett**  
Editor, *Vision*

**Debby Henry**  
Managing Editor, *Vision*

**Phillip Smithen**  
Nat'l Sales Manager, *Vision*

**Ed Townley**  
News Editor, *Vision*

**Carolyn Craft**  
Radio/Media Coordinator

**Chris Maniccia**  
Radio/Media Assistant

**Cheryl Vestal**  
Computer Graphics & Composition

**Connie Nabors**  
Letter Analyst/Word Processor

**Nira Schreen**

Letter Analyst/Word Proc. (part-time)

**Lynn Farmer**  
Secretarial Assistant (part-time)

**Gary Browning**  
Computer Specialist (part-time)

**Dick Connor**  
Church Growth & Development Cons.

**Barbara O'Hearne**  
Church Development & Mgmt. Cons.

**Dottie Holt**  
Receptionist

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

**Young Bae**  
Business Manager

**Susan Velasquez**  
Accounting Assistant-Orders

**Myra Moore**  
Accounting Assistant-Insurance

**Vicki Lofton**  
Accounting Assistant (part-time)

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

**Robert Ellsworth**  
Associate Director/Director of Education

**Thomas Thorpe**  
Chairman of Ministry Studies

**Trish Robinson**  
Education Secretary/L.T. Consultant

**Sunny Stone**  
Research Assistant (part-time)

**Todd Wiggins**  
Y.O.U. Assistant (part-time)

**Marianne Hill**  
Int'l Children's Education Cons.

**Chris Maniccia**  
Curriculum Assistant (part-time)

**Ray Wiggins**  
Int'l Youth Education Cons.

**Carolyn Kruhm**  
Education Assistant

**Placement/Liaison:** Provides consultation to ministers and boards regarding placement and liaison.

**Joann Landreth**  
Associate Director/Placement-Liaison Coordinator

**Jody Smith**  
Administrative Assistant

**Development Office:** Evaluates and recommends methods of support for Association programs and acts as consultant to ministries.

**Shay St. John**  
Development Officer

**Mae Beach**  
Assistant Development Officer

**Production & Shipping:** Handles mailing, production of printing, purchases, inventory control processing, and shipment of all orders.

**Glenn Mosley, Jr.**  
Production/Shipping Manager

**Melissa Barklage**  
Shipping Assistant

**Vicki Lofton**  
Shipping Assistant (part-time)

# Unity's Remarkable Teaching

Unity has a unique and special teaching that is helping to transform the world and profoundly affecting the way we live and relate to one another. This teaching is bringing greater peace between people and nations, and helping reorder our priorities for creating a sane, safe, and nurturing life on planet earth.

**Unity's teaching of Father-Mother God has profound consequences as we come to understand and practice its implications.**

In the fifth chapter of Genesis we read that, "God created man in the image of himself, in the image of God, he created him, male and female he created them." Masculine and feminine, then, are aspects of God, and many are coming to realize that they are also aspects within each of us. Unity's teaching of Father-Mother God has profound consequences as we come to understand and practice its implications. This article explores the power and potential of this remarkable teaching, when it is understood and applied in our lives.

Wars, toxic waste, nuclear armament, acid rain, starvation, violence, and illiteracy can be traced to the shift six-thousand years ago in worshipping a male God and "maleness," so claims Riane Eisler in her new book, *The Chalice and The Blade*. From her painstaking research and with her interest in archeology, Eisler has discovered that when the Goddess or mother aspect of God was honored prior to 4000 B.C., societies were much freer from war and violence. But around 3500 B.C., a rise in violence occurred in Western and Eastern Europe. The status of women declined, and the masculine aspect of God was emphasized.

**...when the Goddess or mother aspect of God was honored prior to 4000 B.C., societies were much freer from war and violence.**

Ordinarily, we think societies of 6,000 years ago were primitive, aggres-



Robert Ellsworth  
Director of Education

sive, and warlike. Recent examinations of archeological findings, however, do not support this vision. The ancient agricultural societies of 4000 B.C. and earlier tended to have an absence of weapons and fortifications. The artwork of these times showed an absence of violence, warriors, and battle scenes. The Goddess aspect of God was worshipped, as indicated by a prevalence of female figurines honoring the mystery of life. And there tended to be a partnership relationship between men and women. For example, graves from this era showed similar wealth acquired by both men and women.

## The Dominance of the Male God and Maleness

About 3,500 years B.C., warlike bands began to sweep over Europe and the Middle East. The first waves came from Asia, the Kurgans ruled by powerful priests and warriors. Later, about 1,200 B.C., the thirteen Hebrew tribes invaded Canaan, an agricultural society that honored the Goddess aspect of God. The Hebrews, as recorded in the Old Testament, also burned cities, plundered, and killed. The Elohim God of Genesis which was both masculine and feminine, was replaced by the male God, Jehovah. Women became the property of men in Jehovah's male dominated society. Children were identified through the father's name and lineage.

The last male-female partnership society ended about 1500 B.C. on the isle of Crete. Upon its discovery, Eisler found that archeologists were dumbfounded to find a very advanced society. There was equitable sharing of wealth. Fountains, irrigation, gardens, and beautiful temples were discovered.

Liberal attitudes and enjoyment of sex were depicted in the paintings. The feminine aspect of God was worshipped. But as in Europe and the Middle East, this society was replaced by a male dominant society and the devaluing of women and violence toward others not of that society increased dramatically.

The problem, Eisler points out, was not maleness per se. The problem was the loss of balance between male and female. The earlier partnership agricultural societies were replaced by male dominated warlike societies. The profound consequence of this shift can be seen today in the Twentieth Century which is striving for superiority through nuclear proliferation, the plundering of the environment to produce more and more things, the dominance of males in acquiring and controlling wealth, and violence toward women.

**Most religions even today have difficulty ordaining women because "God and Jesus were men."**

Thank God there is today a shift in re-establishing a partnership between males and females, and in honoring Mother-Father God. Women's liberation, sexual equality, the environmental movement, and programs to feed and educate people are all expressions of the feminine or nurturing aspect of humanity. At the same time, however, attempts to retain a male dominant society are strong. The blocking of the equal rights amendment and removing women's rights to control their own reproductivity are attempts to maintain male dominance. Most religions even today have difficulty ordaining women, because "God and Jesus were men."

## Jesus' Attempts to Restore Balance

In the male dominated culture of Israel, Jesus came, a child of a Divine Mother. His birthdate was placed at the season of the festival worshipping the Goddess of life, the "rebirth" of the sun. Jesus taught that the feminine-like attitudes of meekness and humbleness would inherit the earth. He urged cultivation of other feminine virtues, non-resistance, turning the other cheek, doing unto others, compassion, forgiveness, and love. Jesus honored women. Although he used the term Father in referring to God, the term is more accurately translated as "papa" who was loving and forgiving. He was a revolutionary in that he did not support a system of male dominance nor teach the traditional view of God as controlling and at times vengeful.

For the first 100 years after Jesus, women took leading roles in Christian

**For the first 100 years after Jesus, women took leading roles in Christian communities.**

communities. By 200 A.D., women were ordered to keep silent by church leaders. With Constantine in 310 A.D., the male dominating God and were clearly re-established. Violence continued through the crusades and later in the burning of tens of thousands of "witches" by the church in the dark ages. Women who had the feminine (witch) powers of intuition and healing were feared.

## The Balancing Power of Masculinity/Femininity

Honoring the Mother/Father nature of God and the masculine/feminine qualities in each of us contains great power in actualizing our potential, both individually and as a society. Unity is unique among Western religions in teaching the presence and value of both kinds of qualities in us. John Sanford, a Jungian analyst, also points out the potential of this teaching. In his book, *The Invisible Partners*, he writes that each man has feminine components in his personality, and each woman has male components in her personality. He concludes that the union of the masculine and feminine qualities within us constitute a complete and balanced human being.

What is meant by feminine and masculine qualities? Let me list some (see quiz) and ask you to put "F" if the quality is feminine, or "M" if the quality is masculine. For example, Thinking \_\_\_\_, Feeling \_\_\_\_, Answer: Thinking is M, Feeling is F. A balanced person is one who has good access to both thinking and feeling.

**...the union of the masculine and feminine qualities within us constitute a complete and balanced human being.**

Persons who are primarily into thinking and out of touch with their feelings would be expressing a strong masculine quality. This would describe many men, and also some women. These masculine qualities are not found exclusively in males, and vice versa. Masculine and feminine pertain to inner psychological qualities, not physical/sexual qualities. Try taking the quiz (on page 15) and see how much you already know about these inner qualities.

Continued...

## Quiz on Masculine and Feminine Qualities

Instructions: Write "M" if you think the quality is Masculine; "F" for Feminine.

|                | Your<br>Answer |                  | Your<br>Answer |                 | Your<br>Answer |
|----------------|----------------|------------------|----------------|-----------------|----------------|
| 1. Decisive    | _____          | 11. Submissive   | _____          | 21. Judging     | _____          |
| 2. Uncertain   | _____          | 12. Nurturing    | _____          | 22. Accepting   | _____          |
| 3. Active      | _____          | 13. Dominant     | _____          | 23. Patient     | _____          |
| 4. Passive     | _____          | 14. Detachment   | _____          | 24. Impatient   | _____          |
| 5. Intuitive   | _____          | 15. Goal setting | _____          | 25. Resistant   | _____          |
| 6. Logical     | _____          | 16. Idealistic   | _____          | 26. Surrender   | _____          |
| 7. Controlling | _____          | 17. Hard         | _____          | 27. Relational  | _____          |
| 8. Yielding    | _____          | 18. Soft         | _____          | 28. Independent | _____          |
| 9. Humility    | _____          | 19. Arts         | _____          | 29. Doing       | _____          |
| 10. Assertive  | _____          | 20. Science      | _____          | 30. Being       | _____          |

(Answers at end of article.)

A whole person is one who can be decisive at times, and uncertain at times, active and passive, intuitive and logical. Most men have easy access to such inner qualities as decisiveness, logic, dominance, judging, doing, and independence. But unless they also have access to such feminine qualities as being, yielding, patience, humility, and nurturing, they are not whole and balanced. Most women have easy access to such feminine qualities as being relational, nurturing, intuitive, yielding, etc. But unless they also have access to decisiveness, assertiveness, logic, etc., they lose much of the quiet power that comes from balance and wholeness. Balance is the key to wholeness as depicted in the Jungian understanding of the inner feminine and masculine.

The men who forced the societies of 5,500 years ago, through war and conquest, to accept male domination and to worship a male God and priests, had to be out of touch with their own inner feminine qualities. There is nothing "wrong," per se, in being decisive, active, controlling, dominant, hard, judging, impatient, etc., at times. There is nothing inappropriate in expressing these masculine qualities, especially when they are also balanced by the expression of feminine qualities. If a man is *only* decisive, active, controlling, dominant, etc., he is apt to oppress the outer feminine since he is oppressing his own inner feminine. It is from such men that decisions probably came to build nuclear bombs in search of power, poison the environment in search of material wealth, and oppress segments of society. Hunger, illiteracy, and nonsupport of the arts (which many regard as the soul of nations), can result when decisions are made by men out of touch with their inner feminine. If such men also worship only a male God, added justification is given to their position, as witnessed by the stance of the moral majority.

Feminine qualities, when out of balance, can also be destructive. Many lives have been damaged by an overly protective mother or father. An extremely "care

giving" spouse can create dependency and limit the potential of their mate. People need the freedom to grow and explore on their own. Parents and spouses need to be healthy and balanced enough within themselves to let others be free to reach for their own potential.

### The Spiritual Quest for Balance

When the masculine qualities of pride, dominance, and control are strongest within either men or women, the spiritual path toward wholeness usually demands learning to let go. The "take charge" person usually is given many opportunities to learn yielding, humility, patience, and surrender. "Let go and let God" is a primary spiritual path for persons with these well developed masculine qualities, whether they be in male or female bodies.

When the feminine qualities of patience, acceptance, passivity and yielding are strongest, the spiritual path toward wholeness requires development of their opposite. Whether such people are in male or female bodies, the task is to learn to express such masculine qualities as assertiveness, decisiveness, pride (self confidence), and independence. Thus there is no single best path toward wholeness. People with strong masculine qualities may write or teach that the "best" path is humility, letting go, etc. But for persons with easy access to the feminine qualities within themselves, the path to wholeness requires the development of the more masculine qualities.

### Conclusion

Unity has a remarkable teaching, Father-Mother God, which also acknowledges the creation of each of us in this image. As we come to honor both our inner feminine and our inner masculine qualities, we grow toward wholeness and balance.

As we help bring this remarkable teaching to the world, we play a significant part in restoring sanity and balance to a planet that so desperately needs it.

The cost of one nuclear ballistic missile, for example, could build 160,000 schools or feed 50 million children. The restoration of values that nurture us as people on this earth is of paramount importance. In my opinion, Unity can be proud of this remarkable teaching. As we

live this teaching by honoring the feminine and masculine qualities within each of us, we set an example for others.

#### Answers to Quiz:

M=1,3,6,7,10,13,14,15,17,20,21,24,25,28,29  
F=2,4,5,8,9,11,12,16,18,19,22,23,26,27,30

## Light on the Path ..... Trish Robinson

I often hear, "I thought I'd learned this already and here it comes again." Relax! This lesson is one you have chosen to REALLY learn, perhaps on all levels of your being, therefore, a similar situation/circumstance may come again and again and . . . Again I say relax and give recognition to the situation as a lesson (or lessons) that you are incorporating into your being as KNOWING. Give joyous thanks for this *complete* learning that is taking place.

Here's another issue that has come up frequently in the last few weeks. Let's say that we decide to develop a new habit, have an attitude adjustment, change location, dissolve a relationship, etc., and after making the decision, we take the first step. We may even take the first few steps but we do not follow through. Then, after a time, we get back to the issue. We have to begin again and sometimes we use a different approach. It's slightly more difficult and so subtle we don't notice, so AGAIN we do not follow through. Regardless of the amount of time elapse, when we, for the third time, come to the decision this is something we really want, it will be noticeably more difficult in the beginning.

This is what happens: The third time I begin a process which I have not previously followed through on, my subconscious goes to work, and with cooperation from the universe, begins to set up roadblocks, hurdles, anything to REMIND me that I don't really want to do this--I only think I do. The subconscious (I'll call her Subbie) knows I've begun this process twice before and quit. To Subbie, it is part of her job to get the message to me, "You have forgotten that you started this before and found out you really didn't want it--you *only think* you want it. I must remind you as quickly as possible so you can get on with other things." Each time I begin again with a decision that I have not followed through on before, the universe, cooperating with Subbie, will increase the hurdles and roadblocks and put them up higher and sooner than the time before, UNTIL I carry through far enough for Subbie to say, "Well, it looks like this time it is different. She really DOES want to do this." Now Subbie and the universe work with me and it becomes exceedingly easier.

Whenever people tell me about a decision they have made and are having difficulty with, the first thing I ask is, "Have you made this decision before and



not followed through?" When they say yes, I ask them how many times. Then we discuss how their subconscious is just doing its job. Every single person has said, "I was beginning to think God did not want me to do this." It has nothing to do with God. Subbie/Subby is just doing her/his job. It's not personal--it's very impersonal. And when we carry through far enough for Sub to get the message that THIS time it's different, it is almost like the "parting of the waters." Bless you and you're welcome!

#### REMEMBER:

Angels have wings because they take themselves so lightly.

LIFE IS TO SERIOUS  
TO BE TAKEN SERIOUSLY!

#### Bit-O-Humor:

##### No Sweat

Who needs a physical fitness program? Most of us get enough exercise jumping to conclusions, flying off the handle, knifing friends in the back, dodging responsibility, bending the rules, running down everything, circulating rumors, passing the buck, stirring up trouble, sawing logs, shooting the bull, polishing the apple, digging up dirt, slinging mud, throwing our weight around, pushing our luck and trying to beat the system!

Unknown

##### The Hereafter

The Preacher came to call the other day. He said at my age I should be thinking about the hereafter. I told him, "Oh, I do all the time. No matter where I am, in the parlor, upstairs, in the kitchen or down in the basement, I ask myself, 'What am I here after?'"

Unknown

# Unless You Become As Children

The Bible records that Jesus made the statement, "Unless you turn and become like children, you will never enter the kingdom of heaven," to the disciples, who most likely felt Jesus' teachings were too advanced for children, and Jesus' time too valuable to be spent on children. Jesus continued His remark by adding, "Whoever receives one such child in my name receives me" (Matt. 18:3,5).

In thinking about Jesus' attitude toward the children, it is time to take a look around our churches and centers. Does what we see reflect the attitude expressed by Jesus? Are we exemplifying the Way Shower's teachings in our acceptance of children as an integral part of the church community? Are we beholding the Christ in the children, recognizing that they are eternal souls expressing in young bodies?

Unity principles teach valuable life skills. What a wonderful thing to grow up hearing the truth about yourself as a spiritual being, to feel validated in becoming that which you were created to be! We, as ministers, board members, teachers, and adult congregants, have the opportunity and the spiritual responsibility to create a physical and psychological environment where this can take place.

All creation begins in mind. Let us begin by becoming aware of how important children are as an integral part of our church community. Let us take a "clear-eyed" look around our facility. Does the environment say "children are valued and appreciated"? Does your children's program director feel supported and that the congregation understands how important the children's program is to the ministry? Are the teachers and other children's program volunteers recognized for their service in a manner that allows the rest of the church community to gain understanding of the needs of the



**Marianne Hill**  
International Children's  
Education Consultant

program and of those who minister in this way? Are there intergenerational activities where adults can get to know the children?

The year 1993 has been proclaimed "Unity's Year of the Child." The time to begin preparing for this movement-wide event is now. Let us begin by evaluating what we provide in the way of environment within our individual churches and centers. Let us look at how those who serve in the children's program are recognized and supported by their church family.

Those of you who have ideas for new materials and activities that you would like to see implemented on a movement-wide level for the 1993 "Unity's Year of the Child," are invited to contact:

**Suzanne Cameron**  
Y.O.C. Taskforce Chairperson  
Unity Church of Hawaii  
3608 Diamond Head Circle  
Honolulu, HI 96815

Between now and the 1993 June Conference, we have the opportunity to raise our awareness of the needs and importance of children's ministry, and to renew our commitment to the vision begun by Myrtle Fillmore. WE WILL TAKE CARE OF THE CHILDREN!



## The Year of the Child

**Unity School of Christianity and the Association of Unity Churches  
working together for the future of our children**

A spirit of joy, enthusiasm, and expectancy is in the air as Myrtle Fillmore's original dream of "who will take care of the children" has been realized once again in the Unity movement. As of September, 1989, Unity School of Christianity and the Association of Unity Churches formally agreed to support Myrtle's vision of giving love and attention to our children. We are pledging to a higher degree of commitment to raise the consciousness of the Unity movement, and the world, by providing professional ministry and spiritual nurturing to our children of all ages.

Unity's YEAR OF THE CHILD project will be the vehicle for this greater commitment to be realized. It will be launched at the 1990 Dallas Convention with the culminating activity being planned at the 1993 Minister's Conference at Unity Village. This event will also coincide with the celebration of Wee Wisdom magazine's 100th anniversary. Wee Wisdom, founded by Myrtle Fillmore, is the oldest continuously published children's magazine in the United States. The year 1993 will in no way mark the ending of this special project; rather it will mark the beginning of planning to affect the whole world with the honoring of our children as spiritual beings and recognizing and meeting their needs. The impact of this project will be felt well past 1993! But first, we must get our own house in order.

A joint Task Force for the YEAR OF THE CHILD project, with representatives of Unity School and the Association, met at Unity Village in January of this year to begin to envision and explore programming and resource development for the coming years. Representing Unity School are Judy Gehrlein, Editor of Wee Wisdom magazine; Chris Jackson, Executive Vice-President; Karen Jackson, Unity Village Chapel Youth Education Coordinator; Allen Noel, Outreach Director; and Marinka Robinson, Administrative Assistant to the Executive Vice-President. Suzanne Cameron, YEAR OF THE CHILD Task Force Chairperson for the Association and Director of Family/Youth Ministry at Unity of Hawaii; D'Etta Baehr, Youth Services Committee Chairperson and co-minister at Unity of Mesa, Arizona; Greg Barrette, committee member and minister at Unity of Delray Beach, Florida; Robert L. Marshall, committee member and minister at Unity of Fort Pierce, Florida; S. Colleen Graham, committee member and minister at Unity in Ashland, Oregon; and Ray Wiggins and Marianne Hill, International Youth and Children's Consultants for the Association, form the Association representation.

How will we take care of the children? Curriculum and special resource materials development, as well as teacher training program development to assist our local ministries will be emphasized. The sky is the limit as far as our envisioning! If you wish to contribute your Divine Ideas, time and talents to the YEAR OF THE CHILD project, we need you! Ministers, licensed teachers, teachers, and members of Unity ministries across the country, if you are interested, please contact me:

**Suzanne Cameron**  
Unity Church of Hawaii  
3608 Diamond Head Circle  
Honolulu, HI 96815  
(808) 735-4436

And we invite the whole Unity movement to pray with us and our children as plans unfold for this exciting project. Please affirm with us:

*Children of light, we see you radiant, whole, and free. We will take care of you.*

Suzanne Cameron  
Association Task Force Chairperson  
Unity's YEAR OF THE CHILD

*It is a pleasure for Unity School of Christianity to join with the Association of Unity Churches in recognizing the importance of children in our movement. The School is enthusiastic about acknowledging the Year of the Child as an opportunity to recommit itself to the development of new and better services for children through its various ministries such as prayer, literature, and education.*

**Chris Jackson**  
Executive Vice-President  
Unity School of Christianity



## "God In Me" Award

Glen LeBaron received his "God In Me" award during the Sunday service at Unity of Olympia on October 8, 1989, followed by a reception in his honor. The "God In Me" award is given by the Association of Unity Churches to children who complete a special course of study designed to deepen their faith and further their knowledge of the Christ within. As part of this award Glen receives a Cub Scout badge. Glen is a Bear in Cub Scout Pack 205, Den 8, led by Michael Willis.

In addition to being a scout, Glen is an artist, a cartoonist, and an inventor. He attends Ms. Glenn's third grade class at Centennial Elementary. Glen's parents, Glenna and LeGrand LeBaron, and his four siblings are all proud of Glen's achievement and celebrated with Glen.



**Glen LeBaron**

(Love offerings in support of this special project may be directed to the

## The Prayer of Faith

by Hannah More Kohaus

Quotations from the Bible by Ada Lopez de Miles

God is my help in every need;

*But my God shall supply all your needs according to his riches in glory by Christ Jesus.*  
--Phil. 4:19 (AV)

God does my every hunger feed;

*He hath filled the hungry with good things.*  
--Luke 1:53 (AV)

God walks beside me, guides my way

*And thine ears shall hear a word behind these, saying, This is the way, walk ye in it.*  
--Isa. 30:21 (AV)

Through every moment of the day.

*But, beloved, be not ignorant of this one thing, that one day is with the Lord as a thousand years.*  
--II Peter 3:8 (AV)

I now am wise, I now am true.

*That their hearts might be... knit together in love... In whom are hid all the treasures of wisdom and knowledge.*  
--Col. 2:2-3 (AV)

Patient, kind and loving, too.

*And we know that all things work together for good to them that love God.*  
--Rom. 8:28 (AV)

All things I am, can do, and be.

*Abide in me, and I in you.*  
--John 15:4 (AV)

Through Christ, the Truth that is in me.

*Christ in you, the hope of glory.*  
--Col. 1:27 (AV)

God is my health, I can't be sick;

*The tongue of the wise is health.*  
--Prov. 12:18 (AV)

God is my strength, unfailing, quick;

*God is our refuge and strength, a very present help in trouble.*  
--Psalm 46:1 (AV)

God is my all, I know no fear.

*I will trust, and not be afraid; for the Lord... is my strength... he also is become my salvation.*  
--Isa. 12:2 (AV)

Since God and love and Truth are here.

*Lord, it is good for us to be here.*  
--Mt. 17:4 (AV)



Michael Jamison, minister, blesses the new playground for Unity Church of Christianity in Topeka, Kansas.

## Playground Dedication Ceremony

On April 8, 1990, Unity Church of Christianity in Topeka, Kansas, dedicated a new playground for their children's program (pictured above).

Michael Jamison, minister, led the children and adult members of the congregation in blessing this new addition to the church facility.

Below is the "Playground Blessing," written by Michael, used in the dedication service.

## Regional Children's Education Consultants

### Eastern Region

Gailen Twentyman  
P.O. Box 53  
Roanoke, VA 24002  
(703) 563-1261

### Southwest Region

Katherine Kellogg  
275 W. Juniper, #2164  
Gilbert, AZ 85234

### Great Lakes Region

Jeannine Stallings  
21 W. 551 North Avenue, #224  
Lombard, IL 60148  
(312) 953-0895  
(312) 848-0966

### West Central Region

### Southeast Region

Robert N. Fortner  
P.O. Box 653  
Ozona, FL 34660  
(813) 786-2837

### Western Region

Penny Gruver  
2802 S. Laurel  
Port Angeles, WA 98362  
(206) 452-7953

### South Central & Midwest Region

Linda Michael  
6630 College  
Des Moines, IA 50311  
(515) 277-4803



### Playground Blessing

*May this playground always be a sacred place,  
a world within a world,  
a place to go apart awhile and grow to know  
life more abundantly.*

*May the ups and downs of playful movement here  
be practice for meeting life's ups and downs  
with equal poise and joyful expectation of good.*

*May the climbs children make on these sturdy frames  
strengthen their frames.*

*May the child who here expresses the zeal of divine  
nature, find here nurture for the soul.*

*In their play, may God's children safely learn  
to care and to share,  
and may they become here all the more aware  
of their limitless possibilities anywhere;  
for to play is to pray the highest form of prayer,  
and this playground truly is holy ground. AMEN.*

Michael Jamison  
Unity Church of Christianity  
Topeka, Kansas

# Highlights of Youth of Unity (Y.O.U.) 1989-90



1989 Y.O.U. International Conference--Unity Village, Missouri



## The Y.O.U. Love Fund.

The Y.O.U. Love Fund began in 1988-89 and sponsors projects of broad scope and lasting impressions.

Shown above are the 1989-90 International Y.O.U. Officers: Lisa Loberg (seated), 1st Vice-President; Greg Witbeck, President; and Joe Moskis, 2nd Vice-President, celebrating the installation of the Y.O.U. fountain which was purchased by the Y.O.U. through the Love Fund and presented to Silent Unity as a symbol of the love our youth have for the teachings of Unity. The Youth of Unity fountain stands at the main entrance of Silent Unity.

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.



**Y.O.U. Regional Rally.** A family group at one of eight regional Y.O.U. rallies conducted in 1989-90.



## First Annual Y.O.U. Creative Writing Award.

James Dillet Freeman (pictured above) announced the Y.O.U. Creative Writing Awards at Y.O.U. Conference 1989. This college scholarship fund encourages our Y.O.U'ers to express Truth teachings through poetry and prose.

The 1989-90 winners were: First--Dana Awtry. Second--Tanya Eby, and Third--Ann Marie Sugg.

Continued...

## Y.E.S. I. AM.



### What is it?

"Y.E.S. I. AM.," or *Youth Expressing Spirit Internationally and in America*, is the service arm of Youth of Unity established in 1990 as a means of spreading Y.O.U. overseas and providing resources to foreign Y.O.U. Chapters. Its goal is expansion of the Y.O.U. through Youth to Youth contacts and leadership.

Activities of "Y.E.S. I. AM." participation may include traveling to and/or communicating with foreign Y.O.U. chapters, or helping to establish chapters in overseas areas, or performing various service projects for the benefit of a church, chapter, region, or country, and helping to enhance the spiritual atmosphere of their own Y.O.U. Chapter.

### Who May Participate?

Y.O.U.'ers (ages 15-18) and Young Adults (ages 19-29) may participate in Y.E.S. I. AM. activities along with adult sponsors.

### Upcoming Activities

#### ✶ Trip to Grace Children's Hospital in Port-au-Prince, Haiti

**Date:** December 26-31, 1990  
**Cost:** Between \$600-\$700, includes round trip flight out of Miami, hotel, food, and ground transportation while in Haiti.  
**Activities:** Spend a day working in Grace Children's Hospital  
 Talk with children on the streets  
 Shop in the Haitian market  
 Worship in Haitian churches  
 Beach trip, or tour to Kaliko Dive Center (\$15.00)

#### ✶ Youth-to-Youth Trip to Soviet Union w/Karl Anthony

**Date:** Spring, 1991  
**Cost:** Approximately \$3,000, includes air fare from Newark, Chicago, Los Angeles, or Seattle; room and board; and ground transportation.  
**Activities:** Opportunities to serve on task groups and interact with Soviet youth and adults on issues such as peace, health, and ecology.  
 Tour of sights  
 Previous trips have included an audience with Mrs. Gorbachev

For more information contact:

**Y.E.S. I. AM.  
 Youth of Unity  
 P.O. Box 610  
 Lee's Summit, MO 64063**

## Sponsor Resources



### Y.O.U. Sponsor Start-Up Kit

A new resource from your Association to assist brand new sponsors in understanding their work in Y.O.U. such as: How to Plan a Lesson (sample lesson included) and information on regional Y.O.U. activities. This item is available free from your regional consultant.

### Sponsor Pak

This packet of information includes: lesson plans, classroom activities, object lessons, meditations, fund raisers, and resources for the Y.O.U. sponsor. This item is published quarterly.

## The Y.O.U. Visionaries Club

The Visionaries Club is a new program of International Youth of Unity, established in 1990. Its purpose is to encourage teens to gain a better understanding of Unity; its history, philosophy, and founders. Y.O.U.'ers who read and report on twelve out of fifteen recommended books will become members of the Y.O.U. Visionaries Club. They will receive a pin, inscribed with the new Y.O.U. logo, from their center in recognition of their effort.

The Y.O.U.'er submits a one-page report on each book read, expressing how s/he will practically apply to daily life one truth learned from the book. The local sponsor will hold all of his/her reports until twelve have been submitted. The reports will then be mailed along with the name, address, phone number, and photo of the Y.O.U.'er to the International Y.O.U. office. Our office will send the award to the Unity Center to be presented before the congregation and/or chapter.

### The Y.O.U. Visionaries Club Book List:

*Bible Books of Matthew and John* - The -- RSV  
*Charles Fillmore* - D'Andrade, Harper and Row  
*Discover the Power Within You* - Butterworth  
*Dynamics for Living* - Fillmore  
*Easy Guide to Meditation*, An - Davis  
*Jonathan Livingston Seagull* - Bach  
*Lessons In Truth* - Cady  
*Myrtle Fillmore: Mother of Unity* - Witherspoon  
*New Light Will Dawn*, A - Kupferle  
*Sermon on the Mount* - Fox  
*Simple Truth, The* - Jafolla  
*Story of Unity, The* - Freeman  
*Tao of Leadership, The* - John Heider  
*Your Erroneous Zones* - Dyer



## International Y.O.U. Sponsor's Training Conference

Participants (pictured below) in the first ever International Y.O.U. Sponsor's Training Conference in August, 1989.



# Uniteen News

## Planning the Year for Uniteens

To help with overall church coordination, a calendar of events should be planned annually. This calendar should indicate dates for special events, service opportunities, retreats, weekend campouts, parties, and quarterly planning meetings for leaders.

Once the overall calendar is planned, copies should be made available to members. Leaders should also be sure the minister receives a copy of this calendar. This should help to prevent double scheduling problems which force group members to make choices regarding which church event to attend.

## Suggestions for a Uniteen Group

### How to have a well-managed program

Keep these tips in mind, and you'll have a well-managed program.

1. Leaders should arrive at least ten to fifteen minutes before the meeting starts. This allows time to set up the room and prepare for the various aspects of the meeting. Leaders should be organized before the first member arrives so they can interact with members socially.
2. *A well-prepared leader will be more relaxed. Members will catch the leader's enthusiasm for class.*
3. *Leaders need to accept junior highers' differences. Avoid passing judgment and, instead, give understanding.*
4. Leaders should give suggestions and directions in a positive way. Listen to what members say. Listening takes eyes, ears, intelligence, and feelings.
5. *Junior highers, like adults, need to be treated as individuals. Leaders should know group members by name and find out a little about their interests, family, and concerns.*
6. Leaders need to provide opportunities for members to make choices when possible. All pictures don't have to be in focus.
7. Leaders must be friendly and loving. The group setting can provide the affirmation, affection, and security young people need.
8. Leaders will have to establish a few ground rules in the beginning. If the agreements are created by the class, leaders will be respected. Group members may help enforce these agreements.
9. Group members need to know what to call leaders. Some groups choose nicknames for leaders, thus making things more informal than a classroom. While some parents are uncomfortable with their young people calling adults by their first names, the first names could be used with *Mr./Mrs./Miss* in front.
10. Leaders need to show appreciation for what junior highers have accomplished. Praise and encouragement go a long way.

### How to make junior highers feel special

With so many changes happening to junior highers, their need for a supportive environment is significant. Leaders can play a major role in assisting members to feel good about who they are and confident about what they can become.

Tips to help junior highers feel special:

- learn their names and one of their interests.
- celebrate their birthdays in a unique way during regular meetings.
- send them notes when they miss a meeting.
- ask for their opinion and advice.

- give them an appreciation dinner to let them know how important they are.
- involve them in meaningful service at church.
- communicate something positive to each member weekly.

### How to place junior highers in teams or small groups

Cliques are inevitable with junior highers. Friends are so important to young people at this age. But that's not bad--until a friendship starts to exclude others. From time to time, it will be beneficial to group members to be placed on teams and in small groups with people they don't know well. This will provide them with an opportunity to expand their relationships. Some tips to create groups without creating a revolution include:

- group members according to toothpaste usage--Crest, Gleem, Brand X, etc.
- place all blue, brown, and green eyes on different teams.
- determine what fruit each member recalls eating last and make small groups by types of fruit.
- group according to number of siblings.
- group according to colors of socks, shirts, shoelaces, hair, etc.
- group members with the same birth month.
- group individuals with the same first number of their street address (or the same last number of their phone number) in the same group.
- have members count the change in their pockets; then pair up with others to equal a set amount.
- put people with similar hair types (short, long, straight, curly, etc.) together.
- let members draw a candy out of a paper bag; then match people with the same colors together.

## Uniteen Service Opportunities

Service opportunities are very important for junior highers. Service opportunities provide members with experiences that will assist them in forming positive values. Adolescents show signs of a growing need for responsibility and meaningful work. Young adolescents should have structured opportunities to make decisions and to engage in tasks that adults consider important. Leaders can help junior highers meet their rising needs for responsibility and industry by engaging them in meaningful projects aimed at communal issues, oriented to the well-being of others.

Here are some ideas:

- ☐ **Adopt a Grandparent.** Have members adopt an elderly person from church or a nearby nursing home as their grandparent. Plan a get-acquainted party. Encourage members to see, call, or write to their grandparents. Continue to provide opportunities for members to share what they are doing and learning.
- ☐ **Appreciation Dinner.** Have members plan a dinner for a group in the church (Sunday school teachers, pastors, parents, etc.) they wish to express their appreciation to.
- ☐ **Bake Sale.** Members bake cakes, cookies, muffins, and so on. Sell the items, and send the money to the Y.O.U. Love Fund.
- ☐ **Big Brother/Big Sister.** Members become big brothers or sisters to younger children in the church or community. Plan a party to get things started; then encourage members to stay in touch by asking how things are working out.
- ☐ **Booth at Mall.** Set up a booth at a local mall, and distribute literature on world hunger or caring for the environment.
- ☐ **Bowling for Love.** Have members get sponsors to donate a specific amount of money for each pin they knock down during three games of bowling. Funds may be donated to a special project of your choice.

Continued...

☐ **Bread Bake.** Spend a morning baking bread. You can eat some of it at a soup lunch (everyone brings a can of soup and you mix it all together). Then have members deliver the bread to elderly or needy people.

☐ **Care Packages.** Make care packages for students away at college, people in the hospital, children in foreign countries, and so on.

☐ **Carol Singing.** Pick songs that go along with the nearest holiday, and go caroling. You could go to different neighborhoods, nursing homes, or church members' homes.

☐ **Church Clean-Up.** Annually sponsor a youth work day at the church. Members can sweep, mop, and wax floors; dust shelves in the library; wash windows; pick up trash; plant flowers; and so on.

☐ **Collect Pop Cans.** Take pop cans to a recycling center. Use the money for a special project the group has decided on.

☐ **Eyeglass Collection.** Collect used eyeglasses. You could go door-to-door or set up a collection box at the church. Send the glasses to an agency that sends them to people in third world countries.

☐ **Free Car Wash.** Give people something for nothing. Sponsor a free car wash for your community. To advertise: make posters, ask local papers for free ad space, put an announcement in the church bulletin, print flyers to put on neighborhood cars.

☐ **Garage Sale.** Get people to donate items to a junior high garage sale. Advertise in the local papers. Profits will go to a special project.

☐ **Help the Elderly.** Set up a job service to help elderly people. Members could shovel snow, clean windows, mow lawns, plant flowers, and so on.

☐ **Hunger Service.** Have members lead a church service on hunger. Take a special offering for world hunger.

☐ **Nursing Home Visits.** Plan a service or talent show for residents of a nursing home. You could do this quarterly.

☐ **Party for Handicapped People.** Host a party for handicapped people. Members can mail invitations, plan the refreshments, and organize games or singing.

☐ **Pen Pals with Kids Abroad.** Begin corresponding with junior high kids in other countries. Get your minister to put you in contact with a Unity center in Nigeria, in Australia, or in Great Britain.

☐ **Puppet Show.** Have members put on a puppet show for younger children. Members could make the puppets, write the script, design and build the stage, and do the advertising.

☐ **Senior Citizens Party.** Throw a party for the senior citizens in your church. Have members send invitations, make the refreshments and plan the entertainment.

☐ **Toys for Tots.** Collect toys for young children in a hospital or orphanage. Wrap the toys before you give them away.

☐ **Tutoring Service.** Arrange for members to help younger children with their homework. Ask a teacher to talk with members about tutoring. Schedule a regular time and place for the tutoring.

☐ **Videotape Church Services.** Have members take turns videotaping church services. Take the tapes to people who cannot attend church.



Clip and return

## Survey Adults of Unity

Dear Minister: Adults of Unity is a new service of the Education Department of the Association of Unity Churches. This department's mission is to assist those centers which wish to strengthen or start ministries with Young Adults (ages 19-29), Young Thinking Adults (no age limit), Single Adults, Super Seniors (age 55 plus), and/or Families. In order to design our services, we need to know what programs you already have in place, what programs you are planning to develop, and what needs you have.

Your cooperation in completing this form and returning it immediately is greatly appreciated.

Thank you,

Robert Ellsworth, Director of Education  
Ray Wiggins, International Consultant - Uniteen/Y.O.U./Adults of Unity

Church Name \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Address \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

City \_\_\_\_\_

Your Name \_\_\_\_\_

Please check the appropriate response:

1. Young Adults: ☐ no program ☐ we have a program ☐ want to start a program

Leader's name \_\_\_\_\_ Phone ( ) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

2. Young Thinking Adults: ☐ no program ☐ we have a program ☐ want to start a program

Leader's name \_\_\_\_\_ Phone ( ) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

3. Single Adults: ☐ no program ☐ we have a program ☐ want to start a program

Leader's name \_\_\_\_\_ Phone ( ) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

4. Senior Adults: ☐ no program ☐ we have a program ☐ want to start a program

Leader's name \_\_\_\_\_ Phone ( ) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

5. Family Ministries: ☐ no program ☐ we have a program ☐ want to start a program

Leader's name \_\_\_\_\_ Phone ( ) \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

6. Our greatest need in our ministry with adults is: \_\_\_\_\_

\_\_\_\_\_

7. Ideas I'd like to share with you: \_\_\_\_\_

\_\_\_\_\_

mail to: Adults of Unity • P.O. Box 610 • Lee's Summit, MO 64063

## Ministering With Teens

CEP A

July 8-21, 1990

an evening class

Unity Village, MO

10 hours elective credits

Taught by Ray Wiggins, International Consultant Youth Education, "Ministering With Teens," is a laboratory experience in which you will practice the skills of program planning, lesson preparation, and teaching. Emphasis is on group building and whole-brain learning. Come join a fun group of adults from across the country who have decided to "get in on the action" of ministering with teens!

To register, contact Unity School of Christianity--816-524-3550.

# Adults of Unity News

## EDITOR'S NOTE:

Adults of Unity is resourced by Ray Wiggins of the Education Department of the Association of Unity Churches. Adults of Unity will conduct its first International Conference at Unity Village August 10-16, 1991.

Adults of Unity has several divisions. Annually these diverse divisions come together for the join Adults of Unity Conference. The divisions are: Young Adults of Unity (Y.A.U.) ages 19-29, Young Thinking Adults of Unity (Y.T.A.U.) ages 19 and higher, Unity Single Adults (U.S.A.) ages 30-55, and Unity Super Seniors (U.S.S.) ages 55 and above. Additionally, Adults of Unity can assist you with Family Ministry as well.

These ages and groupings are suggestions for centers which wish to form one or more of these groups. The focus in Adults of Unity is on group building and experiential learning.

CONTACT will carry articles related to these areas of our ministry. The last two issues focused on Single Adult Ministry and this one is on Senior Adult due to the fact that these two groupings represent the largest growth groups in America. Unity centers which wish to be responsive to the needs and the opportunities connected with singles and seniors will want to plan ways of reaching them.

Ray is available to guide you in the development of your ministry.

## Resources for Older Adult Ministry

*Reprinted, with permission, from ALERT, a Presbyterian publication.*

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-five as "elderly," those seventy-five to eighty-four as "aged," and those over eighty-five as "very old." Church leaders may find it more practical to think of the adult years as divided into two long eras, 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 congregation can often make the difference.

Most people 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 fifty-five, parents' 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 people retire on or before their sixty-fifth birthdays. Fewer than 15 percent are regularly employed after that age. By age 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.

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 childrearing. *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 workplace 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 is 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, 70 percent are married and living with their wives, and only 22 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 satisfaction 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 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

Some older people need help coping with the circumstances of their lives. One needs a ride to church, the doctor's office, or the shopping center. Another needs a friendly visit, a reassuring phone call, a hot meal, help with minor home repairs. A person living alone may need a friend with whom to share personal concerns or sound out plans for the future. One who speaks English with difficulty may need someone to go along to the food stamp office and translate. Another, reluctant to ask a public official for help, may need an interpreter and advocate. A person who can no longer live alone safely may need help in securing a manageable living arrangement.

There are friendless, disabled, needy, isolated older people in every city, town, and countryside. They are relatively few in number among the many who are active and able in old age, and are there-

Continued...



fore easily overlooked. Because of their isolation, they are often invisible in the busy world around them. Those in difficulty are often unknown to and unaware of agencies that could provide help. Some are physically and emotionally unable to seek help.

When an elderly parent needs the help of others, care is most often provided by family members. Adult children seldom ignore parents' needs or "dump" them into nursing homes. More often family resources of time, money, and energy are strained by parents' needs. Dividing time between parents and spouse and children can bring on tension, anger, and, ultimately, guilt. Physical and emotional abuse of aging parents by family members is a serious and growing problem, often undetected because the abused individual seldom comes into contact with social workers or health providers trained to recognize symptoms of family abuse.

Other older adults need reassurance that their skills and experience are still valued and wanted. Released from the demands of work and parenting on their time and energy, some people find that retirement can be a time for turning experience and skill to the service of others or into a second career. One can start a new business venture. Another can find a place where others need the loving care and skill developed in rearing children.

Most older adults need opportunity and encouragement to continue or begin again the spiritual development started long ago. The years after the children are grown and after retiring from work can be a time for growth in faith and spiritual knowledge. Out of such growth can come a new investment of self in the church's work, fellowship, and mission. Most older adults' needs and concerns are different from those of younger adults or families with school-age or adolescent children. Spiritual growth can continue throughout life if learning experiences are available that address older adults' life situations, that are sensitive to the effects of discrimination and the hurt of cruel and offensive stereotyping, that challenge them to continue to grow spiritually and to equip themselves for action that grows out of their faith.

Ministry with older adults should be seen as a normal part of the congregation's ongoing ministry, alongside church school, youth ministry, women's and men's groups, truth study, and family night programs. Older adult ministry should respond to the needs and concerns of older adults, much as other 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, accountable to the Board, to be responsible for min-

istry with older adults in the congregation and the community, and include older adults among its members.

- ✓ Survey or interview older adults in the congregation to learn their most pressing needs; learn how many lack transportation or have difficulty using public transit, have health problems that limit ability to care for themselves or keep house, need help with home repairs or housekeeping tasks, live alone or seldom see children or relatives.
- ✓ Develop ways to respond to the most pressing needs, using older and younger volunteers, in cooperation with other churches or community agencies.
- ✓ Develop a list of skills, interests, and talents older adults would be willing to share with others.
- ✓ Contact community service agencies to learn what services they provide and where opportunities exist for volunteers, and encourage older church members to regularly volunteer where needs for their skills exist.
- ✓ Develop an intergenerational church school class or study group where older adults and teenagers can learn together and from one another.
- ✓ Develop support groups for those recently widowed or retired, family care givers, others in transition or coping with major problems.
- ✓ Recognize church members over age seventy who are active in leadership or service in the church or community.

Here are some books you will find useful in starting or expanding an older adult ministry in your congregation:

*Older Adult Ministry: A Resource for Program Development.* Strategies, program ideas, planning suggestions, theological reflections about later life, fill this 228-page manual, jointly developed by the Presbyterian Office on Aging, the Episcopal Society for Ministry on Aging, and the United Church of Christ Board for Homeland Ministries. Order from the Presbyterian Publishing House. \$5.95.

*Affirmative Aging: A Resource for Ministry.* Developed by the Episcopal Society for Ministry on Aging. Almost every chapter in this small book offers new insights and new ideas for ministry with older adults. Harper & Row, 1986. Order from PPH. \$9.50.

*Ministry with Older Persons: A Guide for Clergy and Congregations,* by Arthur



H. Becker, *Perspectives in ministry with older adults* from an expert in practical theology. Augsburg Publishing House, 1986, Minneapolis: Augsburg-Fortress. \$13.95.

*Enabling the Elderly: Religious Institutions Within the Community Service System,* by Tobin, Ellor, and Anderson-Ray. An overview of congregational and community ministries with older adults from the perspective of social gerontol-

ogy. Albany: State University of New York Press, 1986.

*Older Adult Ministry in Presbyterian Congregations,* by James E. Simpson. Based on the experience of Gift of a Lifetime projects in nearly fifty Presbyterian congregations, this manual provides practical advice for pastors, church educators, and lay leaders, including descriptions of ministries that proved effective. Order from PPH. \$5.95.

**NOTE:** The Adults of Unity Convention at Unity Village August 10-16, 1991, will have a special section for the "Super Seniors of Unity."

Contact Adults of Unity, P.O. Box 610, Lee's Summit, MO 64063, for information.

## Resources

### For Singles Ministry

*Singles Care One for Another: A Guide for Every Single Adult* by Karen Greenwaldt

This new resource is written for all single adults--and for the leaders of single adult ministry programs.

The guide suggests ways in which each single adult can care for others. Ideas are given for caring for singles in crisis, single parents, those who are bereaved, others who are recovering from divorce, single friends, singles who are young and old. Each type of single adult is addressed separately, beginning with a story to describe at least one such single person. Suggestions for caring in specific and loving ways follow.

Order the book from Discipleship Resources, #DRO72B, \$6.95, P.O. Box 189, Nashville, TN 37202.

*For Everything There is a Season: A Book of Meditations for Single Adults* compiled by Karen Greenwaldt.

You'll feel the ups and downs of single life as you experience the poetry, prose, and prayers of this unique book. The women and men who offer honest glimpses of their everyday lives, both the pain and the joy, remind us that in the midst of being always single, divorced, or widowed we can be whole, loving members of God's kingdom.

Order from The Upper Room, P.O. Box 189, Nashville, TN 37202.

### Singles Video Series Available

*Getting Your Act Together* is a four-part video discussion series for single young adults. Each 15-to-20-minute video segment focuses on a different aspect of spiritual growth from a single young adult's perspective. Presentations are interspersed with comments from individual students and young adults.

Each videotape is accompanied by a leader's guide which includes questions for discussion and resource material for group building, and worship. The four areas of life featured in this series are aloneness, intimacy, mission, and community.

The series is produced on two 1/2" VHS videotapes, each of which includes two segments or parts.

Produced by the Mennonite Board of Missions and the General Conference Mennonite Church, the videotapes can be purchased for \$29.95 postpaid from Sisters and Brothers, Inc., 125 E. Lincoln Ave., Goshen, IN 46526.

# 1989 Conference--Young Thinking Adults of Unity



Attendees of the 1989 Conference of Young Thinking Adults of Unity, an independent organization affiliated with Adults of Unity and whose officers are providing leadership for the 1991 Conference of Adults of Unity.

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## Editorial Purpose

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

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