



Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®
February/March, 1991



THE PRESIDENT'S LETTER



Nancy Neal
Unity Church of Christianity
Tulsa, Oklahoma

In Response To Your Questions

In the October/November, 1990, issue of CONTACT I discussed the ministry of listening, especially to one another, and invited you to share your questions and concerns with me and/or the Association Board of Trustees. Many of you have written to me, telephoned, or approached me at regional conferences with some of your questions and concerns. I have been referred to by some as the "listening president" and I have responded to your inquiries within the limits of my powers. Since some questions arise more often than others and are generic in nature, it occurred to me that an article based on these questions might be of interest to others in the field. I prefer to keep things short and simple, so the responses given below are not detailed but simply meant to provide general information. If you desire specifics on any topic, just drop me a line.

Q. No orderly, official Executive Committee report was made to the board or conference body at the convention in Dallas last June, just bits and pieces. Is this a trend? Please explain.

A. This is an accurate observation. The mechanics of getting the report completed in the hotel in time for the

meetings were difficult. It is more easily accomplished when we are at Unity Village. I made a promise at the final conference body meeting last June that next year the Executive Committee report would be placed early on the agenda. I have arranged for the report to be the first item on the agendas of the January and June board meetings and the June conference body meeting.

Q. Having the annual conference in the regions on alternating years poses a major concern for ministers who must travel from long distances to attend. Since Kansas City is centrally located, why can't we have every annual conference either at Unity Village or within the Kansas City area, and then have an optional retreat or renewal event at another time and place?

A. The Executive Committee also has questions about the feasibility, practicality, and convenience of having the annual conference in locations other than Kansas City. An in-depth survey after the 1992 convention is under consideration. We do not wish to undermine the success of the 1992 convention to which we are already committed, so we are delaying the survey until after that convention.

Q. Research in my region indicates that there are eight to ten study groups in which there is no response when people attempt to contact them, yet they are listed in the Association yearbook. If it's true in my region it is probably true in other regions, indicating that Association statistics on study groups are inaccurate. Are there no criteria before a listing is carried in the yearbook?

A. The Association is committed to quality rather than quantity. It has been brought to our attention that there are study groups that are inactive or not representing Unity's teachings. We rely heavily on local ministers' reports regarding study groups under their supervision; a survey is under way to determine the status and activity of all study groups.

Q. Why is it so difficult to reach Glenn Mosley by telephone?

A. We realize it is not always easy to reach Glenn by telephone. It is safe to say that we usually only hear from those who do not reach him. Those who reach him don't have occasion to say anything. Since the number of churches and study groups has grown from 213 in 1966 to more than 800 (572 churches), as of September, 1990, it isn't possible for Glenn to deal with all the telephone calls directed to him. The new telephone system with its Voicemail feature is helping to alleviate this problem.

Q. When the Travel Packet for ministers finally arrived, I was elated, but after trying to use the packet, I found I could go through my travel agent, and in each case, get better prices than through the Association. What is happening?

A. In many cases ministers can and do get better prices from their travel agent. This service is being discontinued.

Q. Who pays for Association staff members to attend regional conferences?

A. Association policy states that expenses to regional conferences for the President, or his/her designee, and the Executive Director, or his/her designee, are to be paid for by the region.

Q. Coordination between Association staff and regional boards needs improvement. Are only certain regions kept informed, or has there simply been no business to share with regional boards during the past year?

A. The regional representative is the link between the region and the Association. It is the responsibility of the regional representative to keep the region informed.

See RESPONSES on page 10

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Whom Say Ye. . .?

If you listen to predictions of "doom sayers" about the economy of the world or about freedom efforts of the world, you will most likely hear that this third millennium that is upon us will be the beginning of the end. And I agree.

We are closing an era so that we may begin a new experience. We're going to go back much more than we have heretofore to the old form of Christianity; to the one that Jesus taught and not the one that was taught about Him. What He taught was so vitally alive and it is *still* alive now.

When Jesus came back from Caesarea Philippi before the crucifixion, He knew people had been talking about Him. In fact they were "murmuring." Some were happy about Him, some weren't. Some thought of Him as a renegade and others were impressed positively, but there was no one who had not been impacted by His presence and by what He taught.

Jesus knew He was being talked about, and He wanted to know what people thought. So He asked the disciples, "Whom do men say that I am?" And Peter was the spokesman for the group: "Some say you're Elijah or Jeremiah, or John the Baptist, or one of the other prophets." Actually, Jesus wanted

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to know what the disciples themselves thought. So He asked, "Whom say ye that I am?" In a flash of inspiration Peter replied back, "You're the Christ, the Son of the living God." And Jesus said, "Flesh and blood has not revealed this to you." Nobody told you that. "But my Father who is heaven revealed that truth to you."

Now what comes next has been mis-translated because of a misplaced comma in the King James version of the Bible. Most of us still know the King James version; the old message is that Jesus said, "And I say also unto thee That thou art Peter." Why would Jesus tell Peter that he was Peter?

What Jesus said was, "And I say unto you that *you are*, Peter; the *Son* of the living Christ. And upon *this* rock I build my church." If anyone in the world knew that Peter was not a rock nor stable, it was Jesus. There was nothing stable about Peter: he later denied Jesus just as Jesus had predicted that he would. Before the trial, crucifixion and resurrection Jesus said, "You're going to deny me three times before the cock crows in the morning." And he did.

Let us return to Peter as a "Christ." Jesus told him, "Flesh and blood didn't tell you that, but my Father who is in heaven, and I say unto you that you are, Peter, also the Christ, the son of the living God, and upon this rock [not Peter!] but the rock you are the Christ, the son of the living God, the premise, the tenet, the philosophy, the belief, that conviction that I have that you are the Christ, the son of the

living God--it's upon that that I build my church."

This paraphrased thought is paramount. "Peter, you are the Christ, the son of the living God, and upon that rock I build everything that I teach." Nothing else. That's the gift we have inherited; the model that we have a chance to lay down in this next century for our children, grandchildren, and so forth. We have an opportunity and the responsibility to lay down a model of the conviction that each of us is the Christ and that each whom we meet is a Christ.

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EDITORIAL PURPOSE

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

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Senior Minister: Albert Wingate
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Barbara O'Hearne
Church Development and
Management Consultant

Committees - Keeping it simple

Committees do get "bad press" and are the subject of jokes from time to time. When they are formed and appointed properly they can be an integral and important part of the functioning of the board of directors.

It is helpful to remember that board committees are to assist in getting the board's job done, not the staff's. Committees do not make decision for board or staff. When boards slip into the role of staff work there is often confusion as to whom the staff is working for, the board or the minister. Clearly staff works for the minister/CEO. Board committees serve three functions.

- oversee
- become involved in
- advise on management functions

Some writers favor no/few/minimal committees (O'Connell, Carver). Middle-sized and larger churches have committee structures that work very successfully. In small churches the minister and board do most of the committee work and rely on volunteers to handle a

A topic of frequent interest in my training sessions is committees. How to organize/motivate/empower/keep them involved. As a way of getting into the discussion of committees I ask them to answer the survey of facts and fiction about committees. I invite you to take a minute and complete this survey by responding with an A for facts and B for fiction. The responses are at the end of the article.

A committee...

- _____ utilizes the talents of board members in a focused fashion.
- _____ is an organization of individuals who separately can do nothing but who collectively can decide that nothing can be done.
- _____ provides the opportunity to make needed investigations and clarify policies.
- _____ carries out functions that do not require the time of the full board.
- _____ is a group of people who keep minutes and waste hours.
- _____ helps train board members for leadership.
- _____ is a group of the unwilling chosen by the uninformed to accomplish the impossible.
- _____ speeds up decision making.
- _____ can weaken the whole board by usurping its power.
- _____ can strengthen weak board officers.
- _____ can resolve issues in discussion that are confidential and not appropriate for the entire board.
- _____ insures board's interest or participation in certain fields or subjects.

variety of tasks and responsibilities within the church. (This could serve as a topic for another article.)

To assist in understanding the roles and responsibilities of committees, I frequently construct an organizational chart for the church and one for the committees of the board. This has assisted several groups in better understanding the areas of ministry that are under the direct supervision of the minister from those the minister/board would empower as stand-

ing or ad hoc committees of the board.

In praise of committees. I believe committees can study a wide variety of issues, examine many options and make recommendations for solutions. In order to do this successfully the committee must be sure what the board-level issue is. Those readers who have served on committees that did not get a clear *written statement* of the issues and spent time

Continued...

examining the wrong issue(s) know the frustration of time wasted and often do not want to get involved in another committee.

"The decision made by the members of a group are almost always better decisions than those of an individual unless the individual is specially trained."

- John O'Hearne

The committee by the diversity of membership bring alternative values and viewpoints. "The decisions made by the members of a group are almost always better decisions than those of an individual unless the individual is specially trained" (Quote from John O'Hearne).

At the committee level there is an opportunity to focus attention on issues that may help the church in achieving its vision, clarifying its mission or resolving a challenge. When examining a variety of options in terms of their strengths, weaknesses and the implications on, for example, finances, overall goals of the ministry, staff, or community relations, lively discussions are needed.

Staff members may be needed to assist in providing information to make sure all relevant implication of the options are examined. The staff does not select the final course of action. And, in certain situations outside consultants may be utilized.

Interestingly there are varying viewpoints on whether the committee should make a recommendation to the board or assume the board can read the information and draw their own conclusions. My experience supports the committee making their recommendations to the board based upon their study and analysis. It is important that the board receive a written

document from the committee well in advance of the board meeting. This allows time for the board member to review the options presented, the recommendation(s) made, to note questions and be prepared to make an informed decision and vote, thus eliminating the tendency of boards to redo the committee's work.

Which committees are needed? If committees are useful/helpful/important, which ones are needed? This question is also frequently posed during training sessions. Since each church is unique in terms of its mission, vision, minister, congregation, and size, the minister and board must examine the tasks, issues, and needs facing the board and minister that can be assigned to a committee.

In other words there is not a standard-

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ized and prioritized listing of committees that will work in all middle-sized or large churches. In some instances there will be several standing committees, the ongoing, maintenance type committees while other churches may be better served by a few standing committees and several ad hoc committees constituted for a particular task; after which they disband. Do not assume that size of the board determines the number of committees needed. There does not need to be a committee for each board member to either serve as chair or liaison.

Committees of active participants increase commitment to the church, provide leadership opportunities, and a pool of future board members.

A useful resource in the Association Policy Manual is a series of committee structures that includes the commission or overall responsibility of the committee; the appointments and composition; and the specific responsibilities of the committee. One strong recommendation is to start with one or two well thoughtout and organized committees and evaluate their effectiveness before adding more.

Committees of active participants increase commitment to the church, provide leadership opportunities and a pool of future board members. Committee chairs and members need to receive recognition and appreciation from the minister, board, and congregation for jobs "well done."

KEEP IT SIMPLE. Do not get carried away by the group process. Stick to the single principle. Then you can do good work, stay free from chaos and conflicts, and feel present in all situations.

(from the TAO of Leadership)

ANSWERS: A, B, A, A, B, A, B, A or B, A, A, A, A.



Joann Landreth
Expansion Coordinator

Key Trends Impacting Ministry in the 90's

The following trends impacting ministry in the 90's is gleaned from George Barna, founder and president of Barna Research Group. Mr. Barna is in wide demand as a speaker on how the church can meet the challenges of the future. His books include *Vital Signs*, *Marketing the Church*, *How to Find Your Church*, and *The Frog in the Kettle - What Christians Need to Know about Life in the Year 2000*.

1) The population is growing through immigration.

The population growth rate by the year 2000:

Asians & Hispanics	35-40%
White	0%
Black	15%

The health of our churches will depend upon our ability to attract minorities and to equip and activate them for ministry.

2) Americans are on the move-- south and west.

America's population has continued to move southward, departing from the northeast and north central states to the

warmer climates of the south and southwestern states. Today, more than three-quarters of all Americans live in a city or suburb.

Adding the most people to their population: Los Angeles, Anaheim, Dallas, Atlanta, Oakland, Tampa, St. Petersburg, Phoenix, San Jose, Denver, and Sacramento. The fastest growing states in this decade will be Arizona, New Mexico, Florida, Georgia, Alaska, Hawaii, New Hampshire, and California.

The church can achieve numerical growth and ministry impact by establishing ministries geared to minorities; by redefining what it means to be an urban church; and by following up on church members who have moved away. When congregants move to another community, track them till they get established in their new Unity church home.

3) The population is graying.

The Rand Corporation is projecting that the average life expectancy will jump to 90 by the turn of the decade. Look for the following changes:

- Larger typeface in books and magazines.
- Buildings and malls using ramps and elevators, rather than stairs and escalators.
- A demand for more nutritious foods.
- Carpeted, rather than waxed floors.

The senior citizens of tomorrow will be more physically vigorous, more interested in adventure and experiences and more involved in continuing education. Stop thinking of the elderly as a group to be ministered to, and see them as one of our most critical groups of lay ministers. As churches are being built and remodeled, keep in mind the needs of older adults.

4) Loyalty to churches will decline.

Among adults, one in four may attend several churches instead of identifying only one as their "church home." Do not confuse participation in church events with church membership. Americans are

no longer joiners. Commitment, loyalty, and membership are tossed out in favor of flexibility. Increasing numbers of people will select between two and five local churches and consider those to be their group of home churches. On any given weekend, they will determine which church to attend according to their own most keenly-felt needs, and the programs each of their favored churches has to offer. Their financial support will be splintered among each of those churches. Today, approximately 10% of adults follow this multiple church home pattern. By 2000, as much as one-quarter of all adults may be involved in this approach.

5) Time is the new currency.

We are not a society that simply enjoys its time off. We are driven by our leisure appetites. To satisfy our hunger for multiple experiences, we allocate shorter blocks of time for any single leisure activity. As a nation we believe that the more different experiences we have, the more likely we will be to find fulfillment.

Churches must provide appealing and high quality activities in order to reach people. Let people know that you are in touch with their lifestyle, sensitive to their time needs and capable of providing relevant and enjoyable leisure experiences.

6) Technology is an integral element of daily life.

New technologies must be embraced and utilized by the church, and treated as a friend, not a foe. Church leaders must be technologically literate; staff may be added to handle the information flow. This very fact that the church owns equipment such as personal computers, laser printers, and fax machines sends an important signal to the surrounding community that the church is relevant and informed about what's really going on in society.

For more information, please write:
Barna Research Group
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Glendale, CA 91222-0152



Shay St. John
Director of Development

Vision In Prayer - The First Step

The Chinese remind us "the journey of a thousand miles begins with the first step." This first step is not always easy to take. Not too long ago, I experienced a fall that resulted in an ankle broken in four places. Medical technology and metal inserts put everything back in place, but I suddenly became aware of how difficult even one single step could be. What a miracle that we can walk and run and jump! How good it felt to release the cast and begin my own gentle journey back to strength and wholeness.

At times when I think of our Association's building project, it feels like a thousand mile journey from here to there. The steps don't always seem clear. The path is not marked, for this is a journey like none other we have shared together. Yet the need is clear, the vision is before us. And so it becomes essential to take a first step together.

As good Truth students, we know the first step in any successful project is prayer. No matter how carefully all the other details may have been worked out, prayer is vital to the outcome. Without prayer, little is accomplished. With prayer we are able to see the mighty

works of God made manifest.

It is vision in prayer, with our being the unfolding order for the completion of our building. It is a dream whose time has come. The need is obvious. The demand for increased services from you, our field ministries, requires of us the space in which to do God's work. Our commitment is absolute. We will be prepared--and pre-prayered--for a loving response to the requests for liaison, placement, resource materials, quality information, networking of creative ideas that work, and vital church products that let you serve your people better.

In your own ministries, many of you are involved in building projects. A capital campaign stretches before you that requires visioning unparalleled in past history. Yet the dream is vital for the dynamic work that lies ahead. Involve your membership in its creation. Invite them to vision in prayer with you. As they accept ownership of this next step in your growth, the necessary wealth, work, and wisdom needed to complete the project will emerge--often in quite unexpected ways.

An architect's rendering affirms for our Association the whole dream. In its presentation, we discern the landscaping, fountains, parking spaces and well thoughtout design that will allow our Association to grow into the millennium in functional, beautiful surroundings. This dream can come into form only as we take the first step of prayer together.

When Moses led the children of Israel forth from Egypt, there was much rejoicing and celebration. But then the fear of pursuing Egyptians filled their hearts and the vision of their newfound freedom was lost. Before them lay the Red Sea, waters churning relentlessly onward. Behind them the roar of the chariots echoed an impending disaster.

However, Moses was so certain of the rightness of his dream that he stepped boldly into the rushing waters of the Red Sea. Though a way could not be seen, he

was certain the path was there. As he took that first step--that prayer-filled step--the waters opened and the dry land appeared to allow the children of Israel to pass.

When our co-founders, Charles and Myrtle Fillmore, began this dream we celebrate today as our beloved Unity movement, they had no outer proof, no feasibility study, no "measure by man's method" that it would succeed. What they did have was an inner knowing that with God, nothing was impossible unto them. Their connection with God always began with prayer. They took that first step to vision in prayer daily!

At one point, when the circumstances in the outer appeared as overwhelming as the one in which the children of Israel found themselves, a coworker was reported to have said, "Let us pray that the funds don't run out." Quietly, in her own gentle yet assured way, Myrtle responded, "No, let us pray that our faith does not run out."

Our faith in the work before us--both in our Association and in your ministries--is absolute. Unity has a dynamic and vital message for this decade, and we affirm our willingness to step boldly forth in prayer to do what it is that is before us to do. Won't you join us? Affirm in your own daily times of quiet attunement with the Lord of your own inner being: *Through faith in God and unity in Unity, we lovingly build our new home for our Association of Unity Churches and expand the future of our Unity movement.*

Let us take the first step together. My hand reaches out to you. Vision in prayer with me and all of our Association board and staff. Know that you are a Very Important Part of a Vitally Important Process. Write me to confirm your willingness to Vision In Prayer with us. Let me know the work in which your ministry is involved. Let us make a joint commitment to support one another in the expression of light in our world. Together we can make a difference. We can fulfill our vision!



Martha Loehr
Executive Assistant/Office Manager

What Do Followers Expect From Leaders?

Many studies have been done and theories developed about leadership. Most focus on the leaders themselves. But what is different about a leader? How objective can a leader be when discussing leadership? What is a leader? In the next few issues I will share perspectives gained from a research project for a class in organizational behavior. I found it fun and enlightening. Perhaps you will share some of that as well.

In recent years, authors have separated management from leadership. However, the two are not mutually exclusive. Leadership is defined as "the process of creating a vision for others and having the power to translate it into a reality and sustain it" (*Organizational Behavior*, pg 266). Management is "to direct the work of others and to be responsible for results." Most other definitions are in terms of attributes. Yet, to be a leader, one must have followers. Otherwise, the person is an entrepreneur, a self-starter, or other forms of an original thinking, independent person. When individuals enlist the support and "followership" of others, they are defined as leaders.

So what causes people to follow a particular individual? What characteris-

tics do followers look for? To establish this, I looked for research from subordinates. Authors had gone to leaders for their perspectives from when they were followers, and from managers who follow leaders. The results of my research will be summarized in sets of characteristics that followers consider essential in someone *they would want to follow*. Perhaps this is the essence of leadership--that others WANT to follow, to be part of what the leader is doing. In fact, Vance Packard stated 25 years ago that, "in essence leadership appears to be the art of getting others to want to do something you are convinced should be done."

The attributes fall into four sets of expectations: (1) honesty, integrity, principles; (2) competence, capability, effectiveness; (3) forward-looking with a sense of direction; (4) inspiring, enthusiastic, energetic, confident. These attributes combine to create a set of consistent behaviors that followers can count on, emulate, and admire. In an ethereal sense, John Denver sums it up by stating that, "leadership does not come out of what we say we are going to do. It comes out of what we do...being who we are. If we try to be something specifically, we will always fall short of what we are capable of being" (*Windstar Journal*).

The underlying premise of these qualities is self-understanding. To truly be honest, competent, forward-looking, and inspiring, one must be aware of one's own strengths and weaknesses. For in-

stance, the first criteria for honesty is to be honest with oneself. This implies having searched one's belief systems, determined what those beliefs are, and living within the parameters of those values developed from the beliefs. That is, for example, if one believes life is precious, it is important to consider one's attitudes toward self-defense, war, etc. When an individual is living consistent with the values that emerge from such a search, personal honesty becomes a way of life.

While the previously stated characteristics seem straight forward enough, the difficulty seems to be in finding the combination of all in a single individual. Each has a unique impact on subordinate behavior. The combination in any individual would logically magnify the impact, setting up the synergy needed for outstanding results--that special drive that the leader and followers have in combination to accomplish extraordinary things that is more than the sum of the work of the individuals.

Future articles will address the characteristics specifically, then move into building credibility and developing leadership in oneself.

Works cited:

Hallriegel, Don; John W. Slocum, Jr.; and Richard W. Woodman. *Organizational Behavior*. St. Paul: West Publishing Co.



Church Officials of Unity Church of Practical Christianity, Nigeria. Front Row (l to r): Mr. Paul Ibe, Mr. Kalu O. Obuba, Mrs. Blessing K. Obuba, Snr. Rev. Endless E. A. Otisi, Mrs. Oyadiya E. A. Otisi, Mr. U. K. Ebi, Mr. Lazarus Uguru. Back Row (l to r): Mr. Kalu Agwu, Mr. Sampson Orji, Mrs. N. Emman, Mr. Eke Awa, Mr. Bonnymore Nwankpa, Mr. Isaac Dibia, Barrister Chuks Chimebele, Mr. Victor Igwe, Mr. Frank Nwosa, Miss Marry Olugu, and Mr. Steve O. Osagiede. Not pictured: Miss Ada Obi, Mrs. Caroline Ude, and Mr. M. E. Ibikunle.

PARTNERS IN MINISTRY *a network of spouses of ministers*



Al Sears

Survey Results

In the last issue of *CONTACT*, I covered the self-management items from our survey. This issue will be devoted to the results of the self-management items as they pertain to spouses who are co-ministers. The results are broken down to show those who are active co-ministers with their spouse and those who are ministers, but are not co-ministers with their spouse. If you still have the last issue of *CONTACT*, you can compare the difference which I find rather interesting. The figures shown are the percent that answered yes to the question.

➤ Do you find yourself saying yes to church activities or service work you don't really want to do, or you feel you're doing more than your fair share right now?

Co-ministers--52%

Not co-ministers--26%

➤ Do you try to please others rather than yourself?

Co-ministers--36%

Not co-ministers--37%

➤ Do you feel safest when giving?

Co-ministers--32%

Not co-ministers--57%

➤ Do you abandon your routine to respond to or do something for somebody else?

Co-ministers--72%

Not co-ministers--47%

➤ Do you overcommit?

Co-ministers--48%

Not co-ministers--26%

➤ Do you do things for your church because you think you "should"?

Co-ministers--56%

Not co-ministers--36%

➤ Do you feel guilty when you don't attend a church function or turn down a service request?

Co-ministers--12%

Not co-ministers--26%

➤ Do you get artificial feelings of self-worth from helping others?

Co-ministers--4%

Not co-ministers--21%

➤ Do you push thoughts and feelings questioning the direction your church is taking out of your awareness or because of fear or guilt?

Co-ministers--8%

Not co-ministers--21%

➤ Are there questions about church decisions or church finances that you are afraid to ask?

Co-ministers--8%

Not co-ministers--16%

➤ Do you notice who is not attending Sunday service or a particular church function and secretly question their commitment or loyalty?

Co-ministers--60%

Not co-ministers--53%

➤ Do you try to avoid socializing with friends who have left the church?

Co-ministers--24%

Not co-ministers--5%

➤ Have you restricted your social life to activities related to church?

Co-ministers--24%

Not co-ministers--11%

➤ Do you ever see friends you had before you became involved with your church?

Co-ministers--56%

Not co-ministers--84%

➤ Do your church activities dominate your social conversations?

Co-ministers--40%

Not co-ministers--37%

➤ Do you feel uncomfortable when anyone asks your spouse a difficult or awkward question?

Co-ministers--24%

Not co-ministers--37%

➤ Do you anxiously assess the number of people attending Sunday services, hoping more people will show up?

Co-ministers--48%

Not co-ministers--63%

➤ Do you wait to find out your spouse's opinions before expressing your own?

Co-ministers--20%

Not co-ministers--16%

This article will be the last to show results from our Partners in Ministry questionnaire until I am able to obtain a more in-depth breakdown. Any questions, please write **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.**

From time to time, friends ask us to assist them in remembering the Association of Unity Churches in their wills. In response, we have now prepared a simple instruction booklet which contains much of the needed information and many suggestions: If you wish to receive one of these booklets, direct your request to:

**The Development Office
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063**

Responses

Cont'd from page 2

Q. Why did the Association board overturn the 1983 decision of the conference body to license ministers upon graduation rather than ordain them? Is this not an illegal action?

A. A statistical analysis of five years of graduates who were ordained immediately upon graduation compared with five years of classes who were licensed and evaluated for a year prior to ordination, shows there was only one-tenth of a percent difference in terms of mortality rate. The SCOPE process created more animosity among those who were scoped than anything else in our movement.

The authority of the Association lies with the conference body, whose power lies in electing its representatives. The Association has a representative democracy; it elects its board members who in turn elect the Executive Committee members. The Association bylaws state that the board can legally bind the Association and that the Executive Committee can legally bind in behalf of the board. Prior to June, 1982, the board did not always assume its responsibility to perform; it waited until the following conference for ratification when it actually needed to take previous action. The decision to return to the policy of ordination upon graduation is legal and binding.

Q. Many ministers are concerned about the emphasis being placed on going away for treatment to be healed and are questioning the validity of the Truth we teach. Are we getting on the bandwagon by connecting with groups to make us look up-to-date, or do we still do our prayer work knowing that we are being healed and prospered through our prayer activity?

A. Doing one's prayer work and living the Truth we teach is certainly the preferred method of healing for the

majority of Unity ministers. It does appear that many of our ministers have placed emphasis on "going away for treatment," and the key word here is "emphasis." It is also a fact that many of our ministers "go away" to a hospital when critical care is required; some visit their doctor or chiropractor on a regular basis; some see a psychiatrist when they need counseling. If one's inner guidance says to seek such help, then one should follow his/her guidance. If one is inwardly led to go to a recovery center, then that guidance should be trusted. This does not necessarily diminish one's spirituality. In some cases it has been known to enhance spirituality. So we come back to the word "emphasis." Since what is helpful to one individual may not be helpful to another, perhaps we need to "de-emphasize" going away to a recovery center and put it in the same category as hospitals, doctors, and psychiatrists, about which few of our ministers beat the drum.

Q. It appears that in general there is a continuation of board members rather than adding new blood. It seems the same names appear constantly for board members, and there is little opportunity for new ideas to be presented to any group that is self-perpetuating. Is any consideration being given to adding new blood to the board?

A. New blood is vital to a dynamic, growing organization and this is certainly true for our Association board. Of the twenty-one member board, twelve are serving their first term--more than half.

Although a new nominating process will go into effect this year--a five member committee composed of two members of the board, two members elected by the conference body, and the Executive Director--nominations have always been possible from the floor, providing still another opportunity to elect new blood.

Sparkplugs

Talk Topics and Sermon Starters from Unity audiocassettes

This month:

Mastering My World

by Howard Caesar

Mastering My World is a three-cassette, seven-lesson album recorded during a workshop. You do not need to organize a workshop to make use of this album, although it is a great pattern to follow.

The Reverend Caesar's album can be a beneficial resource to you because of the range of topics that he covers. For instance, he talks about getting to know God. He says this is the first step, through prayer, in mastering our relationships, feelings, situations, and all that makes up our world. Each lesson covers a topic in itself. You can use any of the easily identified lessons as a separate study.

The Reverend Caesar states, "If you want to know God, get to know yourself." This is the criteria for any progress in life. With the help of this stimulating cassette series, your talk or workshop will help bring forth spiritual manifestations that Truth students desire.

There are few, if any, people today who do not want to master their own worlds. However, most find it difficult to master even one small aspect of life.

Do those in your church or center a favor, whether or not you use ideas from this cassette album. Make this album available for personal use to all who frequent your library. And, be sure to stock this album in your bookstore.

You may order **Mastering My World** from the Sales Department, Unity School of Christianity, Unity Village, Missouri 64065. To order by telephone, call: (816) 251-3571.

Important Information!!

Association of Unity Churches Directory of Staff Members

Bae, Young	322	Associate Director & Comptroller
Barklage, Melissa	328	Shipping Department
Beach, Mae	350	Development Officer
Burkhalter, Judie	353	Editorial Associate, Vision
Coolidge, Ann	351	Expansion Assistant
Craft, Carolyn	343	Radio/Media Coordinator
Ellsworth, Robert	333	Association Director & Director of Education
Henry, Debby	339	Editor, Vision
Hill, Marianne	331	Children's Education Consultant
Holt, Dottie	320	Receptionist
Kruhm, Carolyn	344	Youth Education Assistant/Uniteen Coordinator
Lambert, Carole	350	Director of Capital Campaign
Landreth, Joann	337	Associate Director & Expansion/Placement Coordinator
Loehr, Martha	335	Associate Director & Director of Institutional Advancement
Lofton, Vicki	328 (a.m.)	Shipping Assistant
	325 (p.m.)	Accounting Assistant
Maniccia, Chris	345	Radio/Media Assistant
Moore, Myra	323	Accounting Assistant (Receivables and Insurance)
Mosley, Glenn	334	Executive Director
Mosley, Bud	342	Production & Shipping Manager
Nabors, Connie	321	Receptionist/Word Processor
Rhyner, Kymberly	329	Support Services Coordinator
Robinson, Trish	346	Licensed Teacher Consultant/Liaison Coordinator
Schreen, Nira	352	Administrative Assistant
Smith, Jody	336	Placement Assistant
Smithen, Phillip	348	Advertising Sales Manager, Vision
Stanton, Dee	332	Education Department Secretary
St. John, Shay	349	Director of Development
Thorpe, Tom	*	Chairman of Ministry Studies
Tucker, Ross	*	Teaching Assistant, Ministry Studies
Velasquez, Susan	324	Accounting Assistant (Orders & Payables)
Vestal, Cheryl	326	Computer Graphics Specialist--Address Information/CONTACT
Wiggins, Ray	327	Youth Education Consultant
Williams, Patty	341 (a.m.)	Secretarial Assistant - Administration
	340 (p.m.)	Support Services Assistant

* Tom Thorpe and Ross Tucker may be reached by dialing the number of
Unity School of Christianity, (816) 524-3550, Ext. 3535.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Subject. Satellite/Audio-Video Studio

There has been a growing interest within the Unity movement to: 1) create a professional AUDIO/VISUAL STUDIO; 2) develop a SATELLITE transmission facility for national broadcast; and 3) install a campus-wide CABLE TV system. In order to assess the level of interest and establish the potential direction of growth, your input is important. The issues incorporate the following:

- A. Association of Unity Churches
- B. Field Ministers
 - a) church-based
 - b) at-large
- C. Congregations
- D. Unity School
- E. General Public

Unity ministers in the field want to be heard by the unchurched. Some have seminars and presentations already in broadcast presentation form, while others need the aid of a professional studio to create the desired results. A centralized high tech, professional studio for the Association of Unity Churches can sound the Unity message through audio and video programs produced on location for

ministers.

Many Unity ministers have expressed an interest in developing a project or workshop on video. Some ministers have a certain teaching technique that they use which would lend itself well as an audio or video production. The difficulty of getting started has kept many from progressing with their dreams. Our goal can be to establish a studio and staff of professional production personnel capable of developing your ideas for the future.

Please complete the following four-page insert and return to the Radio/Media Department of the Association of Unity Churches. To remove, simply loosen the staples and remove the four-page section.

The results of your comments and suggestions will be printed in a future CONTACT.

Stay tuned!

* * * *

The Radio-Media Department receives a number of requests for broadcast programs for audio or video syndication by way of satellite, shortwave radio, cable and network radio. If you have available material for broadcast air, please call to discuss how we can share your programs with the world!

* * * *

"Vision For A Better World"

Mike and Faith Moran now have a radio program on the air in Seattle, Washington. This is a two-hour program airing Saturdays from 8:00 a.m. to 10 a.m. on KKMO AM 1360. The show features Mike Moran live with interviews, phone-ins, special guests, music, Unity spots, and today's contemporary music. It is the kind of program that examines what is working in the world and spotlights ideas that offer possibilities for a better future. Guests have included psychologists, artists, experts in the area of sexual abuse, relationships, losing weight, etc., and recently Mike interviewed astronaut Brian O'Leary.

"Vision For A Better World" is an uplifting, inspirational program. Send your good news ideas for music, newsworthy items, or possible guests, to Mike (Unity Center of Tacoma, 2102 S. 23rd Street, Tacoma, WA 98405; phone: 206-383-2684). We will be hearing more about this program as it progresses.

Blessings to the Morans for sharing Unity's message through radio to many in the Seattle, Washington, area.

Subject.Satellite/Audio-Video Studio

Audio/Video:

A. What educational programs can you envision taping for distribution?

- | | |
|---|---|
| <input type="checkbox"/> YOU | <input type="checkbox"/> Healing Meetings |
| <input type="checkbox"/> Workshops | <input type="checkbox"/> Interviews |
| <input type="checkbox"/> Children's Classes | <input type="checkbox"/> Community Events |
| <input type="checkbox"/> Sunday Services | <input type="checkbox"/> Meditations |
| <input type="checkbox"/> Other _____ | |



B. Would you come to the Association of Unity Churches to utilize professional staffing and studio to produce your audio and video presentations?

☐ Yes

☐ No

If no, please explain: _____

C. What types of messages or programs would you want to have produced?

	Audio	Video
:30 Second	<input type="checkbox"/>	<input type="checkbox"/>
:60 Second	<input type="checkbox"/>	<input type="checkbox"/>
5 Minute	<input type="checkbox"/>	<input type="checkbox"/>
15 Minute	<input type="checkbox"/>	<input type="checkbox"/>
30 Minute	<input type="checkbox"/>	<input type="checkbox"/>
1 Hour (plus) programs	<input type="checkbox"/>	<input type="checkbox"/>
Seminars and Workshops	<input type="checkbox"/>	<input type="checkbox"/>

E. As a minister (or leader of a study group, committee, etc.) you often have time constraints in accomplishing church related activities. Audio/video tape series can provide supplemental programs, eliminating constant recreation of your work. Would you be interested in having such programs produced?

☐ Yes

☐ No

F. How can you see this working in your church? _____

G. A centralized studio can produce revenue from charting for its use the sale of programs (i.e., audio or VCR tapes). It should be able to pay its own way with sufficient support of materials being developed for distribution. The secondary benefit of a studio, besides educational usage is the promotion of Unity concepts and increased awareness of the church association nationally.

Comments/Suggestions/Ideas: _____

H. Given that an audio/video studio was established are there any "dream projects" which you can envision being developed?

☐ Yes

☐ No

If yes, give a brief outline: _____

I. Every local cable operator in a city is required to have a community access channel on the cable system. They are also required to have a studio and/or production facility accessible to the general public for the purpose of developing local programming. In most cases, equipment can even be brought to specific locations to do on-site productions (i.e., community playhouse, local church, civic event, etc.)

Has your congregation used this type of facility before?

☐ Yes

☐ No

If yes, please explain: _____

If no, would you be interested in learning more about this production and access channel availability?

☐ Yes

☐ No

Satellite:

The concept of a national satellite network of Unity-based programming requires us to be visionary. A satellite dish at Unity Village sends a signal to a "mirror" which reflects the signal back to the entire country. This signal is at long last Unity-based programming.

Every backyard satellite dish in America could receive the Unity message, every Unity church with a satellite dish could develop satellite classes, workshops or seminars, and every cable TV company could put the Unity channel on their system to cover the city.

Satellite TV is being used by several religious-based groups. The scope of the Unity message would be more mainstream than the religious-based programming and would evolve around the theme of "empowering the human potential." In short, Unity principles would come through the diversity of programs, many of which would originate from the production studio.

J. There are potentially many uses for a Unity satellite network. Below are ideas for consideration. Which topics can you see applying to your church or study group?

- ☐ a) Introductory education defining Unity principles.
- ☐ b) Adult education classes
- ☐ c) Adult fellowship programs
- ☐ d) Child education (i.e., Sunday school programs, after-school clubs, etc.)
- ☐ e) Overseas programs
- ☐ f) Board leadership programs (i.e., management, goal setting, vision, etc.)
- ☐ g) New member recruitment
- ☐ h) Bible series
- ☐ i) New Thought applications in business
- ☐ j) Addiction -- Truth classes
- ☐ k) Relationship issues
- ☐ l) Talk Show, Q. & A., etc.
- ☐ m) New Spirituality
- ☐ n) Bridge building, ecumenical networking

Comments/Suggestions/Ideas: _____

K. What the video tape recording has done for educational television, a Unity Satellite Network could do for the churches. Unity programs could be brought to every church and home via satellite. If classes, workshops, and programs are made available via satellite from Unity School campus or the Association of Unity Churches, would you be willing to acquire a satellite for your church or center?

☐ Yes

☐ No

L. What benefits do you see for an international outreach for Unity via satellite broadcast? _____

M. How do you see satellite broadcasting addressing the needs of your ministry? _____

N. How could satellite transmitted programs help your local identity? _____

O. In your community, what type of programming could be produced from local practitioners, with your church sponsoring to be broadcast via satellite?

P. And/or produced in Association of Unity Churches broadcast studio and distributed in churches, bookstores, national publications, etc.?

CHURCH NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

MINISTER(S) _____

PHONE _____ () _____

Please return to the **Radio/Media Department of the Association of Unity Churches**, P.O. Box 610, Lee's Summit, MO 64063.
Call or write with additional input. Your comments are appreciated!

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Seven Months Ended October 31, 1990

	July	August	September	October	Year to Date
INCOME-OPERATIONS					
Love Offerings	\$ 62,799.09	\$102,167.40	\$69,050.00	\$78,015.13	\$505,404.48
Other Income	2,081.45	5,751.92	6,815.50	534.48	28,660.58
	<u>\$ 64,880.54</u>	<u>\$107,919.32</u>	<u>\$75,865.59</u>	<u>78,549.61</u>	<u>\$534,065.06</u>
Less: Tithe Transfer	6,545.11	10,971.83	7,301.05	6,946.29	52,387.09
	<u>58,335.43</u>	<u>96,947.49</u>	<u>68,564.54</u>	<u>71,603.32</u>	<u>481,677.97</u>
Gross Profit Material	<u>3,820.70</u>	<u>19,795.11</u>	<u>7,404.49</u>	<u>4,602.07</u>	<u>48,400.76</u>
Total Income	<u>\$ 62,156.13</u>	<u>116,742.60</u>	<u>75,969.03</u>	<u>76,205.39</u>	<u>530,078.73</u>
EXPENSE-OPERATIONS					
Total Expenses	<u>\$ 77,508.83</u>	<u>81,584.92</u>	<u>69,031.93</u>	<u>75,950.01</u>	<u>570,021.65</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (15,352.70)</u>	<u>\$ 35,157.68</u>	<u>\$ 6,937.10</u>	<u>\$ 255.38</u>	<u>\$ (39,942.92)</u>

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

Month of September: \$11,535.17
Year to Date: \$48,979.48

Building Board Team Effectiveness

By Robert Ellsworth



Robert Ellsworth
Director of Education

"What are the blocks that may keep your board from being its most effective?" This question was asked of sixty plus board members from all across the country, who attended the Board Seminar/Retreat at Unity Village last September. Each person was asked to describe, on a 3x5 card, any blocks that reduced the effectiveness of their board. The 3x5 cards were sorted and six "themes" emerged. One of the themes was "Board Not A Team."

Does your board function as an effective team? To help answer this question, a questionnaire describing important areas of board functioning was developed from examples shared by board members. Before reading any further, I invite you (and your fellow board members) to answer the questions below. These questions, drawn from the experiences of the sixty plus board members, will help indicate whether or not your board is functioning close to its potential as an effective team.

(Note: This questionnaire could also be used with any team that meets regularly.)

Board Team Functioning Questionnaire

Check *one* answer for each question.

AT BOARD MEETINGS...

1. ☐ (a) I share my feelings about issues openly and fully.
- ☐ (b) I don't feel OK about expressing my feelings openly.

2. ☐ (a) It's OK to have fun, even be silly at times.
- ☐ (b) It's not really OK to loosen up and enjoy board meetings.
3. ☐ (a) We work at being honest and sometimes use constructive confrontation.
- ☐ (b) We put a premium on being polite, not offending anyone, and avoiding touchy issues.
4. ☐ (a) We start on time, with member tardiness or absence very rare.
- ☐ (b) Some members are late, or miss more than one out of four meetings.
5. ☐ (a) A complete consensus is reached on almost all issues. If a real split occurs in the vote, we usually postpone the decision.
- ☐ (b) Many issues are decided by some voting "yes," some voting "no."
6. ☐ (a) Issues are usually dealt with on the basis of their merit.
- ☐ (b) Issues are often dealt with on the basis of power and persuasion.
7. ☐ (a) Everyone gets his/her chance to speak in an orderly way.
- ☐ (b) Members talk two or three at a time.
8. ☐ (a) People state their views and respectfully honor others' views.
- ☐ (b) One or more dominant personality(s) tries to get his/her viewpoint(s) accepted.
9. ☐ (a) The agenda and documentation is usually sent out in advance.
- ☐ (b) We usually create an agenda and receive documentation when we get there.
10. ☐ (a) We end on time, meetings last not more than two hours.
- ☐ (b) We have long meetings, usually three hours plus, that don't end at a consistent time.
11. ☐ (a) Decisions are based on what is likely to create programs that best meet people's current needs.
- ☐ (b) Decisions are often based on "the way it's always been done" or the opinions of long-time members.
12. ☐ (a) We have planning and goal setting meetings at least once a year.
- ☐ (b) We almost never have planning and goal setting meetings.

Continued...

13. ____ (a) Decisions are made *at* the meeting after everyone's views have been heard.
 ____ (b) Decisions have often been made in advance, and the board is expected to approve.

BOARD MEMBERS...

14. ____ (a) Carry through tasks they take on with commitment and energy.
 ____ (b) Sometimes don't follow through on their tasks, or do it with little energy and enthusiasm.
15. ____ (a) Are well grounded in Unity and consistently practice spiritual teachings (tithing, prayer, forgiveness, etc.)
 ____ (b) Are not all well grounded in Unity, or don't consistently practice the teachings.

WHEN I CAME ON THE BOARD I...

16. ____ (a) Received a well prepared orientation.
 ____ (b) Received little or no orientation.

BOARD MEMBERS...

17. ____ (a) Typically have clear-cut responsibilities for working with a committee or team (not necessarily as chairperson).
 ____ (b) Few if any members work closely with a committee or team.

SERVING ON THE BOARD...

18. ____ (a) Gives me a sense of personal pride, fulfillment and satisfaction
 ____ (b) Feels rather burdensome and unrewarding.

WHEN A DECISION IS REACHED AT A BOARD MEETING...

19. ____ (a) Board members consistently share "our" decision with congregants, and confidentiality is kept regarding board discussions.
 ____ (b) A disgruntled board member will sometimes share his/her dissenting position with people in the congregation.

AT BOARD MEETINGS...

20. ____ (a) Ample time is given to *quality* prayer.
 ____ (b) Praying tends to be brief and superficial.

Total Score: ____ (count the number of (a) responses)

REMEMBER! It is most helpful if you answer the questions *before* reading any further.

Interpreting The Board Functioning Questionnaire:

First, determine the overall level of board team functioning. Use the guidelines below to assess overall board functioning. It is helpful to average the scores of all board members completing the questionnaire.

Score 16-20 = Board functioning effectively as a team.

Score 11-15 = Board often a "team" but having some difficulties that need attention.

Score 10 or below = Board not functioning as a team, much work is needed.

Start where you are! If your average board score is 15 or below, it is important to discuss the areas in which board functioning does not demonstrate a "team" level of functioning. Even if the *average* score for the board is 16 or above, there may be one board member whose score is below that. The board experience for that member is lower than ideal, and his/her experience on the board needs to be shared openly and discussed.

A. Power versus Collaboration

(questions 5, 6, 7, 8, 11, 13, 19)

Check the answers to the power versus collaboration items. Many board meetings are conducted on the basis of power rather than true collaboration. One or more dominant persons on a board can lobby in advance for the merit of their position, lining up support through persuasion and dominance. I witnessed a board meeting in which the chairperson announced his decision and expected the other board members to comply. They did, largely because the alternative would have led to an endless argument. This person had been on the board over ten years (which is neither recommended nor healthy), and carried much power partly because of his longevity and familiarity with the history of board issues.

On the other hand, I have attended many board meetings in which everyone spoke his/her view. All views were respected, and gradually a consensus emerged. A board chair or minister especially needs to honor the wisdom of the group in order for a team-style board to become established. As a minister myself, there were many times when my original preference turned out not to be the conclusion reached by the board. In all instances, the wisdom of the board proved to be superior to my initial position regarding a decision. It is my experience that when board members are treated as valued and capable, they behave that way. The need to be right must give way to the wisdom of sharing and consensus if a board is to reach its maximum effectiveness.

Continued...

One especially important question to consider is question 19. In many churches, a disgruntled board member will share his/her dissenting vote with people in the congregation. This is often a power strategy, trying to win support when his/her position was not upheld by the board. It is an undermining strategy also. Board members need to air their opinions openly. An opinion, at first expression, may sound extreme, but it needs to be aired. Once opinions are heard, however, the wisdom of the group must prevail. A team player is one who presents the position of the board, not one who carries dissent into the congregation. It needs to be remembered that board members do not have the same freedom as a congregant. Congregants can express their personal positions. A board member speaks for the board. I remember when I first heard this 18 years ago as a board member, I didn't like it. Since then, I have seen the divisions that have been created by a disgruntled board member trying to find support for his/her minority position by going to members of the congregation.

B. Skills For Effectiveness

(questions 9, 10, 12, 15, 16, 17)

Boards that function effectively have found that certain skills are needed to maximize their effectiveness. It is recommended that board members examine the skill items to see if there are things that could be done to increase effectiveness. Meetings with late agenda and documentation tend to be inefficient (question 9). Long, unfocused meetings wear on the patience of everyone (question 10). Boards that have goals, have members grounded in Truth, have oriented new members, and have their members meaningfully connected with functioning committees are more effective than those who do not. Board meetings are not the place to conduct the kind of work best done by a committee or team. Boards function

best when they set policy, direction, and vision. Specific proposals from committees are then evaluated in terms of the vision for the church.

Other qualities that indicate board effectiveness are:

C. Honesty (questions 1 and 3)

D. Joy and Pride (questions 2 and 18) and

E. Commitment (questions 4 and 14)

Although not many questions measure these areas, nevertheless they are very important to board team effectiveness.

F. Prayer (question 20)

As I was completing this article and questionnaire, Trish Robinson walked in. I shared with her this article I was writing for CONTACT. She said, "Remember... God first." Of course, how could I forget? The truth is, I did forget. And none of the material I drew from contained reference to prayer. I have been to board meetings where prayer was deep and satisfying. I have also been to board meetings where prayer was an afterthought. The meetings that opened and closed with effective prayer proceeded smoothly and productively. Some boards even pause for prayer when considering an important decision. Does your board put GOD FIRST? (Thanks Trish.)

An effective board, functioning as a true team, is an experience that cannot be surpassed for those who serve on such boards. The board is the lifeblood of the church. If the board is not enthusiastic, committed, and feeling that they are truly valued, the board, the church, and the congregation all become losers. The time spent on team building reaps gains that far exceed the time invested. It takes honesty and openness and willingness to look at ourselves. I hope this questionnaire becomes a helpful instrument for bringing forth these rewards.

ATTENTION!!
The next Board Retreat is
September 14-20, 1991
at Unity Village, Missouri

Please make plans now
to attend this special event.

Light on the Path



Trish Robinson
Licensed Teacher Consultant

Why is it we so often need to have our own way? We are so positive that our way is the right way. Why is it so difficult to back off, be still, let others carry the ball? The **Truth** of the matter is that when our way **IS** the right and best way, our trying to push it or force it will often prolong or dispel any chance of it's happening. Yet when we back off and **TRUST** that God's will is being done, it can seem a miracle how "our way" the "right way" comes into being with little or no help from us. Could it have something to do with nonresistance? Probably, and it is important to remember, that God does not force anything--not even love.

It has occurred to me that any one of numerous acts will assure us of a right outcome in the best way! Letting go and letting God. Nonresistance. Turning the other cheek. Declaring God's will is being done. Lightening up!

Turning the other cheek means we get a new and/or different perspective. This is near to impossible when we are giving attention (energy) to having our way. Letting go and letting God means to me that every time I think of the situation or feel concern, I immediately acknowledge and give thanks for divine order and timing; or I give thanks that God **IS** in charge regardless of appearances, and I thank God for my knowing that God's will is being done in and throughout.

When we get caught up in having to have our way because we are so certain it is the "right way," it frequently has something to do with "proving oneself" which is very interesting, if not ridiculous. We don't have to prove ourselves to God. Why do we feel/think we have to prove ourselves to ourselves or to others? God says, "prove me now." This means **NOW**, **THIS** moment, **ANY** moment, **EVERY** moment!

When there is the slightest sign of conflict, whether it be within ourselves or with others, there are many different actions to choose from that will bring us back to "center" where we replace feelings of conflict with harmony. Some of them are: a minute or two of silence, a good belly laugh, a moving song such as "How Great Thou Art." If we are actually in a confrontive situation, we can (and will if we believe our teachings) take time out for a moment of silence for centering. When we practice the Presence enough we can "get centered" in a fraction of a second.

My prayer is that when I find myself wanting my way let me remember, or let someone remind me, to get back to Christ center, to let go and let God, to lighten up and **TRUST!**

From the book, *Working With God*, by Gardner Huntington:

It is almost funny sometimes how we get ourselves all primed with good purpose--to love and trust, to give out what we want to get back, to do unto others what we want them to do unto us--and then the minute we find some "trouble" bobbing up in an unexpected way we get all upset, and confused, and scared, and grasp at the first expedient that suggests itself for combating infringement on our rights, for *getting our own way*, for avoiding humiliation, for "saving our face." It would be funny if it weren't so tragic! How we do despair at our failures! when we ought to laugh--at ourselves.

Hurry is slowest way of doing anything. It is the worst way in the world to deal with emergency--which is another name for what we commonly call trouble. To hurry is to blindfold the eyes to vision and stop the ears to the Voice. To wait is to listen, to think. But you can think--millions of millions of miles, across the world and back, and around and back, and across the universe and back, and straight through to God--all in the time it takes you to step on the accelerator, or utter the curse, or strike the blow. Which is better? Why not step on the brake, shut the lips, withhold the hand?

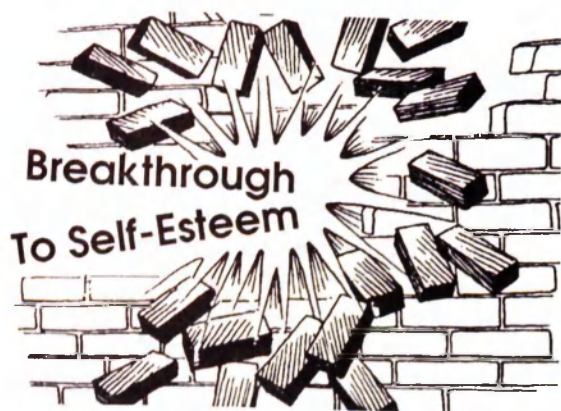
But somebody has said, "He who hesitates is lost." And somebody else avers that "opportunity knocks but once." Liars, both of them. He who hesitates, in the sense of waiting for God, is wise. Opportunity knocks continually, forever. He who hesitates to wait for God is lost. Opportunity to hear the Voice is opportunity. Hurry is delay--always serious, sometimes terrible. To wait is to appeal to speed--to the speediest thing we know--creative thought--God.

Love and blessings!



Marianne Hill
International Children's Education Consultant

There has been much interest in developing positive self-esteem in ourselves and particularly in helping our children in this most important developmental task. The following article by Lew Childre speaks to this issue:



If you were a computer and were going to program self-esteem into your system, you would replace poor self-image programs with programs of confidence. Maybe we are not computers but the same principle would apply. If humans spent as much time on programming themselves as they do computers and gadgets, self-esteem would flow in abundance throughout their lives. People haven't the time for self-reprogramming nowadays, for much of their energy and focus is spent on seeking new ways to feed their addiction to stimulation. Stimulation may feel good but doesn't necessarily change you into a more efficient operator in the game of life. However, balanced stimulation that does not control you is obviously one of the spices of life.

We are all players in the game of life, it's just a game of economy. You put out a certain amount of energy in a

day or a month and you get a return on the energy expenditures. If you could digitally measure the fun, satisfaction, and peace and then measure the distortion, frustration, and lack of peace within a month, you would have a clear readout on how efficiently you operated within that time period. The next step would be to find your energy leaks and program some attitude adjustments into your system. At times you would need mental or emotional attitude adjustments. No judgments, adjustments. Giving sincere attention to self-adjustments guides you into more efficient returns from life itself, increasing your peace and minimizing your distortions. This is not a gesture of religion or necessarily *positive thinking*, it's a gesture of *street sense*. Street sense is the cream of religion and self-help programs without the numerous doctrines and authoritative recipes.

When confidence is gained in the areas of poor self-image and human weaknesses, the essence of that accumulated confidence is called self-esteem. It flows through your energy system and destresses many of your problems and distortions before you even get to them. Many have heard the phrase, the magic of self-esteem. Why is the word "magic" associated with self-esteem? Because self-esteem is like the electric eye light beam used for automatic door openers in malls or hotels. Esteem is a highly magnetic, robust energy that automatically opens doors to higher possibilities and achievements in the day-to-day game of life. You don't see the magnetic energy but you do see and feel the changes and effects in yourself as it circulates through your system. You find that body language changes, your voice sonics and resonance change, the eyes are animated and solutions to most problems are at your fingertips. Those are just a few biological changes not to mention the many positive attitude changes that take place while charged with self-esteem. It's been proven many times that healing takes place much more quickly if a person has high self-esteem levels. The electro-magnetic particles in the energy of self-esteem seem to manage the power to transform the human system, effecting the mental, emotional and physical aspects of their nature. This potent energy changes and reconditions people on contact. Experiments have shown that people of high amped self-esteem can sit silently in a room of people and tremendously increase the positive levels of the *collective attitude*.

That sounds good. Where can we buy it? You can't. You have to earn it, yet it takes less effort than you think. It's not the amount of effort, it's the amount of *focused effort* you use. Focused effort rewards you with *efficient returns*. If you choose to diet for a week, then stay focused and

Continued...

maintain continuity of effort for a week. It takes more energy and measured effort not to complete the week and have to keep starting the diet over and over again. You build an energy deficit, which is the stress you accumulate from rationalizing, justifying, or just giving up. This drains your system of tremendous amounts of energy but it's humorous because: If you have maintained focused effort and completed your diet, your stress level and energy expenditures would have been much less than you experienced from not achieving your goal. Focused effort helps you try a wee bit harder than you would have in the face of resistance. Many times, the small extra effort connects you with your next level of strength. I'm just using the diet example to mathematically explain that in many cases it can take more energy and force to fail than it does to accomplish something.

Each time you accomplish the intended diet, exercise program, or change a negative attitude, more of the essence of self-esteem is accumulated. As you learn to govern and direct your own energies, then your system rewards you with self-esteem, creating higher fun levels and peace. People seek more personal magnetism yet self-esteem is one of the most powerful magnetisms circulating through the human energy system. You can more easily increase your magnetism than you might think. Practice taking charge of yourself in few different areas of your life that obviously need more government. Only attempt a few at a time as it's easier then to maintain your focused effort. Self-attitude adjustments require conscious attention because emotions operate at high speed, automatically reinforcing mind-sets and inefficient reactions to day-to-day situations. You have a choice as to how you react to things, it just takes a little practice to connect with that choice power. Choice is a power, it's one of the most abused gifts in the human system. Self-esteem is the magical reward for using your choice power efficiently. People will die to defend their freedom of choice, yet it's their choice that leads them into most of their stressful situations. That's humorous, yet human.

Parents and educators are exploring the ways to create self-esteem for the children. A good start would be for the parents to accumulate more of it within their own systems first. You can't inspire self-esteem within individuals if you don't have it yourself. You can teach the formula but many times formulas lack the magnetism to create a deeper learning experience. The fastest way to communicate self-esteem is to generate it. When you do that, the teachings have more potency. You stimulate electricity with electricity, not empty talk.

If you practice the science of following your heart, self-

esteem will be a natural by-product of that. Following your heart is not necessarily connected with religion, it's just the highest individual system of energy efficiency in the economy games of life. Your heart would possibly tell you to complete the diet for a week, your mind would tell you to rationalize or justify a way out of doing it. Your heart offers you the highest intelligence to obtain the most efficient results. Heart listening requires a little focused effort and practice, then it will speak to you much louder than words. When people have a serious illness or mishap in life, they often talk about going deep into their heart for strength and guidance. Well, all I'm saying is why wait until something tragic or serious happens. Use heart directives concerning any issues on a day-to-day level. That's just street sense. The word heart turns many people off as it reminds them of church and Sunday school. As planetary intelligence expands, people will understand the heart is a *higher intelligence software package*, designed for *easy access* if you practice and use focused effort. As I said before, it takes a lot less time to learn the art of heart listening than it does to learn computer programming and technology. Self-esteem is still the theme here, it's just that the heart is the power plant that generates the magic of self-esteem through your system. If you experience true confidence which leads to self-esteem, realize that the power of your heart attitude is the active ingredient making this possible. If I did not refer to heart directive in this article on self-esteem, it would be like writing about a peanut shell and leaving the peanut out.

Understanding the cybernetics of your whole working system gives you an intelligence advantage that results in higher personal achievement. If you want self-esteem, play self-government games, remembering not to overload yourself in the beginning. Each game you win accumulates confidence. Confidence gained in the areas of weakness and resistance releases the magic of self-esteem and adds immediate quality and buoyancy to your life's adventure.

I sincerely hope you break through into self-esteem and with a little focused effort from the heart you will surprise yourself. Remember, evolution is just a process of increasing your own efficiency as a player in the game of life.

Deborah Rozman, author of *Meditating With Children*, and Lew Childre, composer and music researcher who has for twenty years studied and researched "what creates and releases stress in the human system," have several new resources designed to enhance positive self-esteem. A list of their products is available through **Planetary Publications, Box 66, 14795 West Park Avenue, Boulder Creek, CA 95006.**

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY



Ray Wiggins
International Youth Education Consultant

Survey Says. . . Churches Don't Serve Needs of Teenager

by Ray Wiggins

As part of mainline Protestantism's self-examination to find out why its membership is shrinking, six denominations participated in a landmark study of how they teach religion.

What they discovered, in a just-completed three-and-a-half-year study, was that Sunday school and youth group Christian education is not providing the answers or nurturing sought by the young people who embody the denominations future potential.

The study, conducted by Search Institute, a nonprofit organization in Minneapolis, first was funded by the Lilly Endowment and five mainline Protestant denominations: Christian Church (Disciples of Christ), Evangelical Lutheran Church in America, Presbyterian Church, U.S.A., United Church of Christ, and the United Methodist Church. Later they were joined by the Southern Baptist Convention.

A recent trend particularly noted in the study was that teenagers hit a spiritual wall in faith development and began dropping out when they were in high school.

Although it happens earlier for boys than it does for girls, the report concluded that involvement in Christian education ends for most Protestants at the 9th grade.

Adolescents were asked what they found lacking in Christian education. Half expressed "strong interest" in getting help with their questions about alcohol, drug abuse, and sexuality. Less than one-half of mainline youth report that they "learned something important at my church" ten or more times in the last year, and less than a third report that, "I felt the care and support of an adult in my church" ten or more times in the last year.

President of Search Institute, Peter Benson, said that effective Christian education programs needed involvement and leadership by the minister, interaction among varying age groups and they must relate the teachings of the denomination to modern life.

Benson said the institute would advocate congregational programs on drugs and sexuality. "A church's silence in these areas miscommunicates" he said. "It leaves kids with the impression that church is irrelevant."

"We're getting to the place where members expect congregations to have a strong educational dimension," Benson said. "People are intellectually alive. They want to think about their faith. They want to be helped by their faith."

Young Thinking Adults of Unity National Conference

August 11-16, 1991

Unity Village

*a time for adults of all ages to recreate their personal universe
by the power of their thoughts and words*

ADULTS OF UNITY is a new section of the educational ministry of the Association of Unity Churches. Its mission is to encourage, support, train, and resource those Unity centers which minister in whatever form to young adults, single adults, young thinking adults (no age parameters), senior adults, families, and men's and women's clubs. Ray Wiggins of our staff is the consultant to Adults of Unity. Feel free to call upon him.

A National Conference at Unity Village is planned for adults who fit into any of the above categories and who wish to enjoy an active, learning conference. Lectures are minimal as the emphasis is placed on small group internalization and processing of the theme in a way that impacts upon one's life personally. Participants will be provided the setting in

which they may co-create with God-Mind the abundant life spoken of and demonstrated by Jesus, the Christ.

This innerwork will be enhanced by Alan Cohen, author, teacher; Krysta Kavenaugh, writer, trainer, workshop leader; Karl Anthony, writer, musician; as well as Unity ministers and friends from across the country and around the world. Several Unity ministers are planning to bring a whole delegation from their church to this conference.

But whether you attend with a delegation or come alone, you will meet forever friends and a part of yourself you'll love. A registration packet is available. Contact Ray: (816) 524-7414, Ext. 1-327 #; or write Adults of Unity, P.O. Box 610, Lee's Summit, MO 64063 TODAY!



Don't Go It Alone

The Team Approach for Teen Sponsors

by Ray Wiggins

I encourage you to develop a team approach in your work with Uniteens and Y.O.U. chapters. Going it alone often leads to frustration and burnout. Face it, the time, attention, preparation, emotion, and, yes, expense, is more than one person can do (or should, even if capable).

Rewards

Recruiting another person or two to work with you as sponsors has several rewards for you:

- **SUPPORT.** Physical support to "get it all done" plus creative feedback and input into the planning and leading of activities, and most importantly the emotional support so vital to your well-being.
- **LESS STRESS.** You have others now who will take over when you need to be away; to help share the workload of getting teens to turn in on time their registrations, medical release forms, and money for regional events.
- **USE OF YOUR OWN GIFTS.** Teams share responsibility for the group, class, lesson. This frees you to bring forth your best talents and skills, allowing others the opportunity to do what they do best.
- **GIVE MORE ATTENTION TO YOUR TEENS.** As the ratio of sponsor to teen improves, you will have a greater opportunity to give the care and attention you wish to give to individuals who need you.

Administrative Rewards

- **IT'S EASIER TO RECRUIT.** People respond more easily to working with teens when they know that they will be supported by others who can help them shoulder the load.
- **IT IMPROVES SPONSORSHIP.** Team members help one another evaluate their teaching and leading

skills as well as the overall ministry of the church to teens.

- **IT PROVIDES CONSISTENCY.** Team members are around the group enough that they all know the kids and are known by them. Therefore, bringing in a substitute unknown by the group is no longer necessary.

Rewards for the Teens

- **GROUP CLIMATE IS MORE RELAXED.** Teens and adults will communicate there comfortableness because of the support they feel from team members.
- **PERSONAL ATTENTION.** Teens will be enriched by the increased time and attention sponsors can take just to be with them.
- **VARIETY OF ROLE MODELS.** Each adult member of the team can offer a different perspective about an idea or concern, and model their own way of living out the Truth.

Good team teaching definitely has its rewards. But it is challenging. It requires frequent planning meetings and effective communication. Yet the rewards far outweigh the efforts needed to do it well. So why are you waiting? Working with your minister, youth education director, or volunteer coordinator, put your team together, and GO.

An innovative book with clear, specific guidelines for developing a team approach in youth ministry is *Youth Ministry: The New Team Approach* by Ginny Ward Holderness, Westminster John Knox Press. Available from most Baptist or Cokesbury bookstores.



Hints and Helps in Youth Ministry

- ✦ Make sure photos are taken of all group activities. Post before putting in album and have members create crazy captions for them.
- ✦ Use the mail a lot. Kids like to receive mail. Remember birthdays, send reminder postcards of events, send affirmations of just "I'm thinking of you and I love you" notes.
- ✦ Use the phone a lot. Kids love the telephone. Set up a "phone chain" to help spread the word about classes and events. If you have an answering machine, it may have a "message only" feature. That way your class can phone your message for a meditation or to keep informed about classes, events, due dates, etc.
- ✦ Always arrive to your class or event early enough to set the room and to greet the first arrival. Stay after also for informal conversations.
- ✦ Get to know the parents of your teens. Keep them informed on group activities. Hold a parents' meeting annually to share your purpose and plans and to gain their evaluation and support.
- ✦ Don't do everything yourself. Delegate, delegate. Enroll parents, other adults when needed. Your teens are capable of doing most things planned. Delegate to them, love and support them to be successful.
- ✦ Invite your minister(s) to attend meetings and events which meets his/her schedule. Your minister should know the kids and they her/him. Consider asking your minister to host a night meeting in his/her home for the youth called, "Get To Know Your Minister Night." Offer refreshments and a conversation about topics of interest to your group; i.e., "What led you to become a minister?" "What training did you go through?" "Where have you served before?" "How do you prepare a lesson?" "What's the most difficult part of your work?" "How can we support you?"

Recognizing and Supporting Teachers

Recognizing and supporting teachers is an important task for congregations. Those who work with our children and youth are an integral part of the life of the church and need to be supported, encouraged, and recognized for their gifts of time, knowledge, and skills.

Here are ways some churches honor their teachers:

1. Provide supplies, resources, equipment, and training. These are basic tools which are the responsibility of the church.
2. At church expense, send your teachers to regional and national training events. This is a real investment which pays a rich return.
3. Have a teacher of the month bulletin board. Place photo with information about the teacher and his/her class. Include same information in the church service bulletin or newsletter.
4. Arrange for the teacher to be brought into the worship setting during announcements long enough to be recognized.
5. Hold an annual teacher appreciation banquet.
6. Provide each teacher with a teacher recognition pin or Y.O.U. membership pin. Both available from the Association.
7. Hold an annual "commissioning ceremony" during services each year for all teachers.
8. Using a mailbox system in your office, make sure all teachers receive CONTACT magazine and other resources available from the Association.
9. The Association grants to deserving nominees the Distinguished Youth Services Award. If you have a volunteer who has distinguished himself/herself by length of time served or impact upon the lives of children and youth in your church and community via Sunday school teaching or community service, contact us for information of the nomination process.

Please share your wonderful way of recognizing and supporting your teachers with us, we'll pass the idea along.

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY



Carolyn Kruhm
Uniteen Coordinator

Uniteens

I have recently been given the joy of serving as Uniteen Coordinator for the Association of Unity Churches. In other words, I am your resource person for Uniteens. I have been working at the Association for the past year as Youth Education Associate, and I will continue in this capacity with Uniteens as an added joy. Before coming to the Association I worked in several junior high schools in Florida, and was also a Y.O.U. sponsor for three years, so I am looking forward to getting back to the joys and challenges of the early adolescent.

I am excited about working with Uniteen leaders! There are terrific things happening with Uniteen groups all over the country. New groups are being formed all the time, regions are having weekend and overnight events, and church groups are getting together for their own

overnight events with other nearby groups.

We also have exciting things happening for Uniteens at the Association. New resource material is being developed by Unity leaders specifically for Uniteens, and we already have a new lesson series in inventory (see below). I am also in the process of revising IMAGE/STRIDE, our basic two-year curriculum for Uniteens. This year will also see the beginning of a biannual information packet designed specifically for Uniteen leaders. This packet will contain lesson materials created by other Uniteen leaders, resource and curriculum information, as well as other goodies. In order to get this information to Uniteen leaders, and to begin networking with them, we need names and addresses for the mailing list. Please complete the form below and send it in to insure your Uniteen leader will be informed about the latest breaking news regarding Uniteens. Even if you do not have a Uniteen group, please give us the name of your Youth Education Director and we will send the information to him/her.

New Uniteen Lesson Series:

Making Choices

by Joyce Culey, Executive Director
Dreamweaver Enterprises

This is a four-lesson series published by the Association of Unity Churches based on the story of Noah. Each lesson includes the metaphysical interpretation and ways that the students can apply their learning to their everyday lives. The students learn the lesson concept through active participation in creative activities. Available February 1, 1991. Item #1364; Cost \$4.50. Phone 816-524-7414, Ext. 1-344-# to order.

Uniteen Leader Information

Church _____ Phone () _____

Leader's Name _____ Phone () _____

Check one: ☐ Uniteen leader ☐ YE Director

Address _____

City _____ State _____ Zip _____

Check one: ☐ This is church address
☐ This is home address

Mail to: Carolyn Kruhm
Uniteen Coordinator
Association of Unity Churches
PO Box 610
Lee's Summit, MO 64063

Important Dates For 1991

Mid-Year Committee Meetings	January 20-26
Executive Committee Meetings	April 14-19
Skills Demonstration Seminar	April 20-26
Pre-Conference	June 4-8
Conference	June 9-14
Licensed Teacher Post-graduate Week	June 22-28
Skills Demonstration Seminar	August 3-9
Y.O.U. Conference (Snow Mountain Ranch)	August 3-9
Adults of Unity Retreat (Unity Village)	August 10-16
Executive Committee Meetings	Sept. 15-18
Board Member Spiritual Retreat/Seminar	Sept. 14-20
Skills Demonstration Seminar (SDS)	Oct. 26-Nov. 1

Regional Conferences

Southwest	Feb. 4-7	Las Vegas, NV
Western	April 8-11	Inn @ Ottercrest, near Newport, OR
South Central	Sept. 8-13	
Great Lakes	Sept. 22-26	Potawatami Inn, Angola, IN
Southeast	Sept. 30-Oct. 4	Naples Beach & Golf Club
West Central	Oct. 1-3	Asilomar, Pacific Grove, CA

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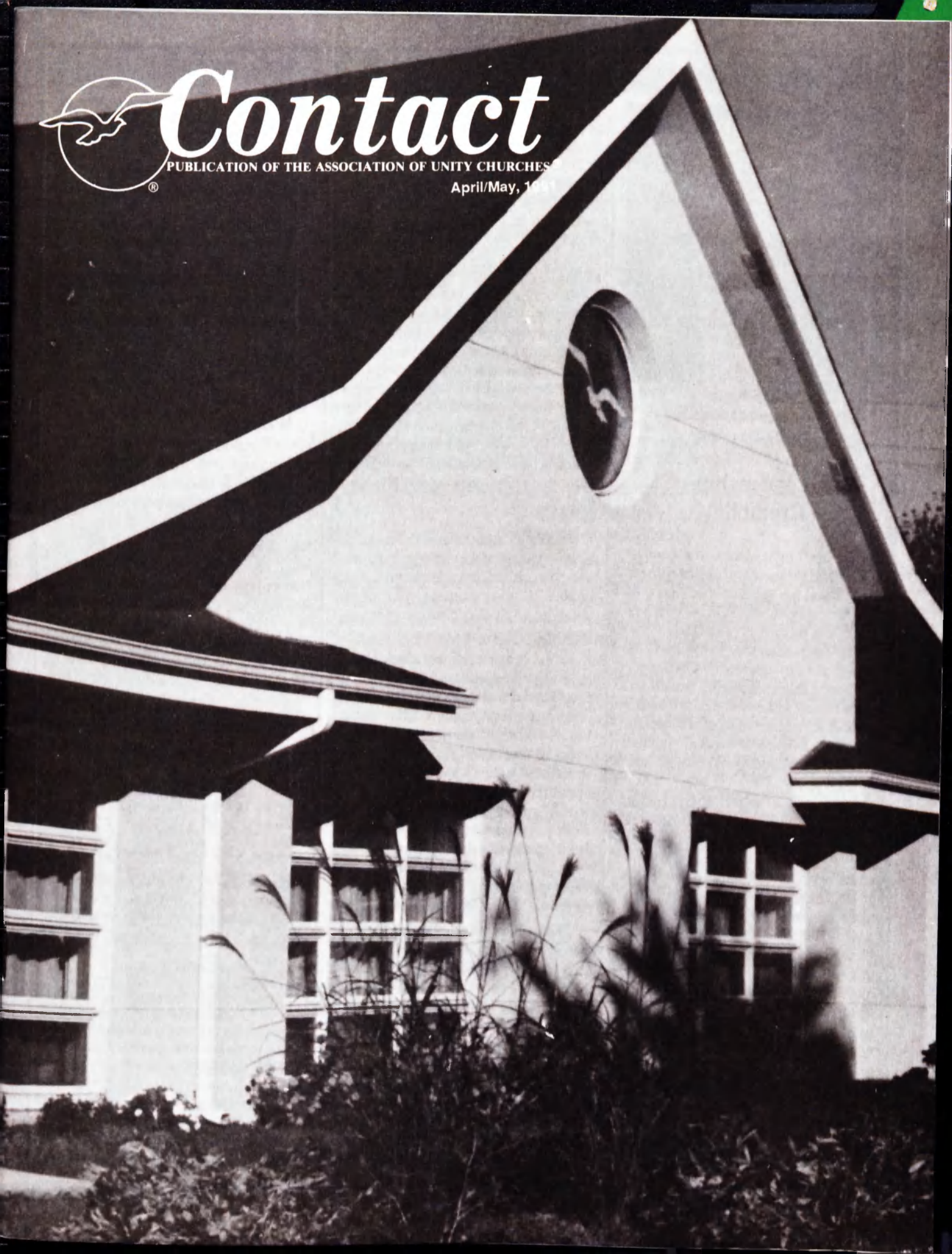
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PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES

April/May, 1981



THE PRESIDENT'S LETTER



Nancy Neal
Unity Church of Christianity
Tulsa, Oklahoma

Leadership Credibility

"People want leaders who are *honest, competent, forward-looking, and inspiring*." These are the words of James M. Kouzes, president of TPG/Learning Systems, a company in The Tom Peters Group, and co-author with Barry Z. Posner of "The Leadership Challenge." Kouzes cautions that during the last five years there has been considerable erosion of employee confidence in management because these leadership qualities are no longer being demonstrated as in the past.

In an article in the Tulsa Tribune (August 13, 1990) Kouzes cites several surveys which substantiate this premise. A 1989 survey by Lou Harris and Associates revealed that only 39 percent of office workers believe it is "very true" that management is "honest, upright, and ethical," while 87 percent said it was "very important" for management to be this way. Kouzes states that people are more cynical today than a decade ago chiefly because our leaders do not live up to our expectations and they do not do what they say they will do. These attitudes also include a declining confidence in our government officials and politicians.

The article caused me to wonder if this could also be true in our churches, not necessarily with our employees, al-

though some may have this attitude, but primarily in our relationship to our congregations. Do our congregations see their ministers and leaders as *honest, competent, forward-looking, and inspiring*? I have been in Unity and a field minister long enough to know that the majority of our ministers exemplify these qualities, but some liaison situations I have witnessed indicate that there are those who do not.

Kouzes defines leadership as a special bond between leader and followers, a relationship that requires constant attention. Leadership credibility is earned. He offers six actions that can help us build and maintain our credibility as leaders. Following each action I have added an insight as to how Jesus exemplified the action in the hope that we might evaluate our own performance against His standard.

➤ **Clarify your values.** Values guide how we feel, what we say, what we think, and how we act. As a leader it is your responsibility to translate your values into a set of guiding principles for your organization.

In the Sermon on the Mount Jesus gave us perhaps the best set of guiding principles ever uttered. His values, His integrity were hallmarks of His ministry. His moral character and ethics were above reproach. He translated His values to His followers by practicing what He preached.

➤ **Identify what your constituents want.** Leaders bring people together and unite them in a common cause. They develop a deep understanding of their followers' collective values and desires.

During the time of Jesus' ministry, the people wanted an earthly king, someone to save them from the oppressive Romans. Some people wanted to be healed of their afflictions, while others desired greater prosperity in their lives. Times have not changed--our congregants want healing, greater prosperity, and harmony in their relationships. But Jesus had a deep understanding of His followers. He knew that each individual in his or her own way was desiring a personal relationship with God. They wanted to know

how to pray, how to find God, how to experience God at deeper levels of their being. This was the basis for His teaching on the kingdom of God within. Once they sought first His kingdom and His righteousness, all the other things they wanted would be placed in perspective. Our congregants may think they want all the new therapies and psychological ideologies that come down the pike, but in truth, their desire is a deep-seated, but often unconscious, longing to know God at the depth of their being. We have a responsibility to help them to know God by teaching and living the truth Jesus taught.

➤ **Build consensus.** Credible leaders honor the diversity of their many constituencies, and they also find a common ground of agreement on which all persons can base their interactions.

From the adulteress to the centurion, the fisherman, the tax collector, the leper, the rich man, the nobleman, Jesus honored the diversity of His followers. He honored the spark of divinity in every individual, and the common ground of agreement on which everyone could base his or her interactions with truth--the truth as taught and lived by Jesus. He occasionally had unpleasant encounters with the Pharisees, just as a minister

See LEADERSHIP on page 5

Volume 24, Issue 2

April/May, 1991

CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover:

Unity of Independence Unlimited
Independence, MO
Former Ministers: Richard & Marilyn Rieger

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

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

From the Inside Out

Transformation needs to be all-encompassing and yet not so complete that your dog doesn't recognize you when you get home. Transformation doesn't need to be mysterious or awesome. It simply means to change one's nature.

In religious-sounding terms, one who has been transformed may be "born again." Personally, I have been "born again" so many times my soul has stretch marks. True change is like the wind; you can't see it--it's invisible to the eye, but you can see its effects.

Real transformation is often introduced into our lives by what could be characterized as an earth-shattering experience; the death of a loved one, the death of a relationship, the loss of a job, a geographical move. At times, shattering experiences are created by us consciously; other times they are unconsciously created. Often, we create them so cleverly we hide from ourselves the fact that we are the creators.

These "mind-boggling" experiences serve as a first step--like plowing the ground before planting. The planting, cultivating, nurturing, and watering follow. Finally, the harvesting of rewards as a result of the efforts put forth is the transformation that began with an earth-shattering, mind-boggling experience.

We encourage behaviors in ourselves and in others that we think may transform the world. Modern culture, world-

wide, encourages expression of anger, hostility, aggression, and even hatred. A majority of people can accommodate being "told off" at least as well, if not better than being told that they are loved. Receiving affection often throws people into crisis.

We encourage the acquisition of knowledge as a way to transform the world. Knowledge alone is not enough for it is not wisdom. Learning alone is not wisdom. Wisdom is the application of knowledge and recognizing that "I know very little, that my mind is open and that wherever I am, I am just beginning." That's at least an opening to wisdom.

We encourage a joyful countenance as a way to transform the world. But so can despair help in the transforming process. Both are transformers. Wonder and confusion are twin transformers.

Hope and disillusionment are twin transformers. Life and death are also teachers and transformers.

We encourage the expression of love as a way to transform the world. It is important to love and to be loved.

Perhaps the most profound transformation of the world happens sequentially after the transformation of individuals. What feels right to me is transforming me. If I progress by transforming (past tense, transformed, denoting a finality is unlikely) myself, my world will take care of its own transformation. *Seek ye first the kingdom of heaven (transforming state of mind) and its righteousness (right use) and all things will be added (transformation of the world).*

It seems to me that my present transformation experience began yesterday.

Making History

by Mary Katherine MacDougall

Making history is not confined to presidents and kings, Nobel Prize winners, discoverers of cures, or literary giants. They make world history. We make our history. Our history is important. What we are, what we do, what we become are all so important. Important because we are special God-creations with a God-given mission. What God creates is important and we are God-created, God's beloved--lovingly and wisely created.

A few months ago one of my sons suggested that I write a family history. He believed it would especially benefit the three younger sons who had been very small when their father died. So I am in this process. It is taking longer than I anticipated because there has been so much more in my life than I realized! I am amazed at what I am remembering, and it is all important because it is all part and parcel of what and who I am now. A friend had lunch with my husband and me recently. She celebrated her one hundredth birthday the month before. A year ago her book, Interesting People I Have Known, was published by Texas A & M Press. During our long visit she told us of the accomplishments and tragedies in her life. She was the first woman reporter to be hired by a Houston newspaper. She was one of the first, if not the first, woman to head a successful advertising agency. She helped Lyndon Johnson, one of our United States presidents, become successful in communication. She had several tragedies. To her they loomed larger and more important than her successes. She was not appreciating her history or the very alert, knowledgeable, recognized and well-loved person she is. She has helped and inspired so many and continues to do so. Her speech at the city-wide celebration of her successful century was highly lauded and enjoyed. She is a maker of history. She has made her history.

You, too, are a history maker. You are making history right now. You've been making history as long as you have been. Right now you are adding to your history.

It's desirable that we recognize historic events in our country's life and in other countries' lives. It's desirable that we feel proud and happy about the good and the great of the world. It is equally important that we feel proud and happy about the good and the great person that we are. It will help us make still more wonderful history.



Barbara O'Hearne
Church Development and
Management Consultant

Understanding Groups

Boards, committees, and other volunteers in churches are groups of people coming together to serve the needs of the church. Because groups are made up of thinking, feeling people, these groups tend to become complex. This article will explore some of the characteristics of groups and some ways to work more effectively within a group.

The definition of groups which I find useful is: two or more individuals united by some common interest, characteristic or attachment, and whose actions are interrelated in such a way that a change in part of the system may change the entire system.

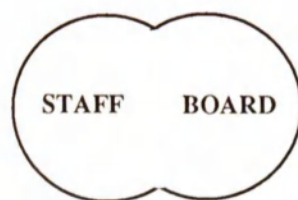
Reader Activity

My definition of a group is _____

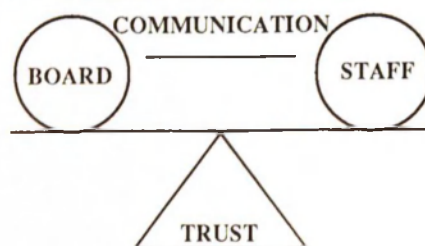
An overview of some of the important characteristics of groups will include the need for boundaries: the group as social system, the leadership of groups, and the responsibilities of the group. Activities and questions for the reader will be included as they relate the information to the board of directors or committees in their church. As a reminder to the readers, when I am referring to the board of directors in a Unity church, I am including the minister(s) and the elected members representing the congregation.

1. Boundaries. All groups have boundaries that separate them from other groups or people. Once the group is formed they tend to set higher and higher standards for membership within the group to insure/continue their separation from others.

Some of my experiences in the field has been that there are no clear boundaries between the roles and functions of the minister as CEO, his or her staff, and the board. A diagram of this type of situation might look like this:



In churches and centers where there are clear boundaries of the roles and responsibilities of board and staff they appear to function more effectively. There is an awareness of each person's role in supporting the mission and goals of the ministry as diagramed below:



Reader Activity

A. The boundaries in my church or center are best described or diagramed as:

B. The consequences of this type of situation are:

2. Social System. Groups share a common history, purpose, and/or function. In a social system there must be communication among the members of the group. And, in order for the group to accomplish tasks or goals there is an interdependency on one another. After the discussion phase about what has to be done, the members of the group know they can count on one another to "get the job done."

Inherent in working with people is the important social-emotional aspects of human interaction. Within groups there is a wide range of acceptable emotional responses from almost none, to control through the use of Robert's Rules of Order, to the ability to discuss feelings openly and expressions of praise and support.

3. Leadership. All groups want leaders. People want to know how to spend time within the group structure. In some groups the actual leader may not

Continued...

be the stated leader. He or she may be outside the group. In self-selected groups the actual leadership may be the membership, and if the elected leaders do not perform, they may be displaced or not re-elected. Groups sometimes form subgroups who may rival one another for leadership.

Reader Activity

I would rate my leadership as a board or committee member as:

Highly	Moderately	Not at all
Effective	Effective	Effective

Cite some examples of a good leadership on your board. How are you and/or they good leaders?

4. Responsibility (task performance). Ultimately groups will be held responsible by the organization or context in which it operates. The members of the group must have the time, energy, and skills to complete tasks and achieve goals. The importance of the relationship between the group and its environment must be understood. The group needs to be very clear about the expectations of the larger body. For example, the board must know and understand the needs and goals of the congregation. It is worth noting that on occasion a group may consciously or unconsciously use the environment as the scapegoat for not achieving goals. "We are unable to do . . . without more. . . ."

Reader Activity

A. My perception of the needs and goals of our congregation are:

B. We have the necessary skills, time, energy, and resources to achieve goals.

Leadership

Cont'd from page 2

might encounter a problem with a congregant, but Jesus' integrity and adherence to truth always prevailed. There is no substitute for the power of Truth to heal and to harmonize.

➤ Communicate shared values with conviction. Whether in one-on-one sessions or in large forums, in conversations or presentations, leaders are effective in bringing values to life through examples and stories. Write and tell stories of people who have lived the values.

The late Dr. Herbert Hunt, former dean of Bible studies at Unity School, defined a parable as "an earthly story with a heavenly meaning." Jesus was the master of the parable. He took everyday events and transformed them into powerful spiritual lessons. A sermon devoid of stories, illustrations, and modern-day parables is like listening to a reading of a government contract or a legal brief. Everyone loves a good story, especially one with which they can identify and find inspiration.

➤ Stand up for your beliefs. Let the shared values be your guide and you will maintain the respect and trust of your constituents.

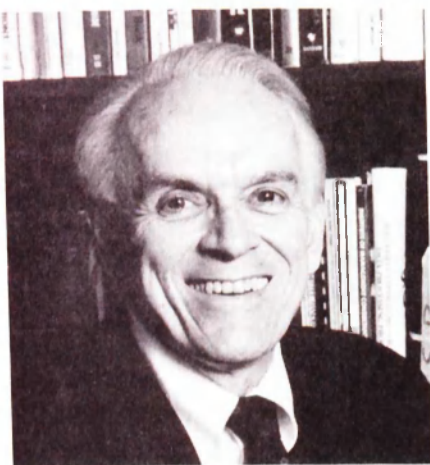
Truth was Jesus' only standard whether He was dealing with the Pharisees, teaching His disciples, talking to the woman at the well, or dining with so-called sinners. Truth was His standard, love was His language, and prayer was His nourishment, and as He shared these with others He maintained the respect

and trust of His followers. His beliefs went before Him preparing His way; His beliefs remained behind Him changing the lives of those who had ears to hear and eyes to see.

➤ Lead by example. Leaders demonstrate what is important by how they spend their time, the questions they ask, the people they see, and the behaviors they reward. Audit your actions, establish systems that reinforce your values, and when necessary, dramatically demonstrate your commitment to shared values.

Perhaps leading by example is what made Jesus' leadership so credible. He didn't just talk about prayer--He constantly prayed. He didn't just suggest one love his neighbor, He loved His neighbor everywhere He went. He taught that if one had faith as a grain of mustard seed he could move mountains, and so He did--He raised a man from the dead. He didn't just talk about God, He knew Him intimately. As for dramatically demonstrating one's commitment to shared values, could there be anything more dramatic than the crucifixion and the subsequent resurrection?

Indeed, Jesus was a very credible leader, so credible He was loved by His followers and feared by His enemies, and there is no doubt in anyone's mind that His leadership was characterized by honesty, competence, vision, and inspiration. Let us reconsecrate and rededicate ourselves to credible leadership in our churches.



Dick Connor
Church Growth & Development
Consultant

The Deadly M's of Ministry Management Part II

In the last article I identified the six Deadly M's of Ministry Management as being:

- Manipulating manifested substance
- stressing the Maintenance of the ministry
- assumMing relationship
- getting stuck in the Monumenting movement
- wiMping out in the face of poor performance, and
- Mimicking another ministry

As you recall I focused on the first M. Now I want to complete the discussion of the remaining five M's.

Maintenance of the Ministry

This M has to do with stressing the maintenance of the ministry as an entity in itself. It's very easy to be form-focused. The statistics we gather focus on the tangible aspects of the Ministry. The numbers served, the love offerings received, the number of volunteers, etc., are important to track. The members of the leadership team are likely to earn

their living dealing with the manipulation of forms, solving problems, etc. All you need is a downturn in the financial picture of the ministry, or one or two members of the leadership team who inadvertently get into a "survival" mode.

An excessive preoccupation with the maintenance of the ministry as an entity in and of itself can be seen by skimming the minutes of your Board meetings. One remedy for this is to transform the nature of your Board from a *doing* body to a *leadership* body. Instead of manifesting vision, the energy turns to externals devoted to bricks and other things a committee or task force would be better at handling. I recently worked with a ministry in which the president was literally obsessed with the financial statements and created beautiful graphic reports showing ever-finer degrees of budget variance, cash flows, and the like.

Assuming Relationship

I think of a relationship as a situation in which two people agree to engage in a process of communication for the purpose of giving and receiving things of value to the other. When one is in a relationship with another, trust is present. So is the willingness to listen through the tough stuff in life.

Ease of talking does not equal being in a sound relationship. Several years ago, in assessing the quality of relationships among members of our ministry's leadership team, I was saddened to discover that few of us were in a true relationship with one another. The reason was, although we communicated well and strove to "walk-the-talk," our self-expression was limited and designed not to unduly *care-front* and/or upset the other members.

The remedy is to work with your leadership team at the levels of a Master Mind group in which you seek the highest good of the ministry and to bring to attention any and all behaviors which do not support this higher good. Coaching for correction is an essential element for building this relationship. Since we have made this part of our operating policy, the communication among our team members has been improving.

Getting Stuck in the Monumenting Movement

This M can slip up on you. Who's not for growth? Who isn't for spreading the word of Truth? Unless closely watched, the growth imperative takes form in the form of the ministry, the building in which a part of the ministry is present.

Too many ministries have opted for a new building rather than providing more value. Form always follows function. A situation comes to mind. A slowly growing church rushed in to buy a church facility which was a financial stretch for them. The minister and majority of the board spent money on furnishings while delaying payments to other suppliers and vendors. To compound the situation, the minister brought the spouse aboard as a salaried paid person, and a bit later we find both out of the ministry and a building partially filled and in arrears. An extreme case? Unfortunately, not.

Wimping out in the Face of Poor Performance

This topic is very sensitive to discuss. What I'm referring to is allowing people to break agreements, deliver shoddy work, or deliver good work after the time-line without notifying you that they will not honor the established time-line. Not lovingly *care-fronting* such behavior is a tacit admission that what we asked them to do was not important to the health and wellbeing of the ministry.

An answer to this very common situation is to develop a covenant with each of the servers that includes coaching for improved performance when and if it should be necessary. We are increasingly doing this in our ministry and with excellent results.

Too often coaching for correction is seen as confrontation. Most of us have been the beneficiary of feedback and critique which was not lovingly communicated, so we wish to avoid being the bearer of bad tidings. Still others mistakenly hold the belief that volunteers are giving of their time and talents and the ministry has no right to correct their

See MANAGEMENT on page 9



Joann Landreth
Expansion Coordinator

Prayer is the Foundation

About five and one half months have passed since I assumed the responsibilities of the Expansion Coordinator for the Association of Unity Churches. Expansion is exciting work; it is the development of new ministries which are a part of Unity's future. It is easy to feel the excitement and enthusiasm of individuals who call and express an interest in starting a new study group.

I am sharing the following ideas that I trust will assist ministers, licensed teachers, and lay leaders as they begin the process of pioneering a ministry. Many of these ideas have been gleaned from a pioneering workshop which Jim Rosemergy conducted a few years ago.

One of the first things to remember when starting a new ministry is prayer. Prayer is the foundation of our Unity movement, and to develop a strong consciousness of ministry it is essential to lead a prayer-filled life. Invite others to join you on a daily basis in prayer for the developing of the ministry. Many like to ask Silent Unity to link their consciousness in prayer for the orderly, divine plan of good for the ministry to unfold. Building a pioneer ministry truly is a matter of building consciousness. As a spiritual leader it is your job to know God, to experience your oneness with God and to never waver from this principle. The

spiritual leader is the key in consciousness building; you as the leader can only share that which you are and the way you live your life. Applying the principles of Unity to transform your own life is your greatest teaching in unfolding consciousness. When one makes the conscious Spirit-guided decision to pioneer a ministry, it is vitally important to start with an attitude of dedication and commitment to building such a ministry to be a vital, growing, thriving, full-status church. If you have an attitude of "I'll see how it goes for a while," the group will sense a lack of commitment and respond accordingly. A church does not necessarily unfold *only* because of people being attracted to the church; it unfolds because the members and friends attending a worship service have a positive and inspiring experience during the service. The presence of God touches them through the leader's message, the singing, and/or the worshipful experience, and their daily lives are then affected through this experience. So, it is necessary to create a worshipful atmosphere to create an environment of love and joy and peace. This is then conducive to people wanting to transform their lives, thereby creating more spiritually-fulfilling and rewarding life experiences. Such persons will be shining lights sharing with others how meaningful the services are, and new people will be attracted to the ministry.

It is to your advantage to get to know the individuals of a newly developing group. Take the time to sit down and talk with them, listen to their input, let them share their ideas, let them share their vision of ministry with you. Taking the time to build strong human relationships is so important to the building of a strong consciousness of ministry.

Often you will find that in developing a new Unity group in a new area, people who know very little about Unity and yet are open and receptive to new ways of

thinking and feeling will be drawn to the church. This means it is imperative that you teach Unity, and if you choose to teach from other books, relate such material back to the Unity teachings. People want to be well-grounded in Truth principles taught by Unity because they work and can be applied in daily living.

Once you have established this good Unity foundation, growth can occur in the church through community involvement; such as, scheduling AA meetings, Coda meetings, ACOA meetings, etc., in the church. It is also important for the spiritual leader to be involved in the community in any way possible. Join the local Minister's Alliance group, call on university campus chaplains, health professionals, and community events coordinators, etc. By having the spiritual leader become well known in the community spreads the message of Truth and Unity to many. Word of mouth is no doubt the best form of advertising.

In summary, establish your newly developing pioneer ministry in a consciousness of prayer. Let prayer be the basis for your ministry. Develop an affirmative prayer that can be used each Sunday in the worship service; one that each member and friend can use in his or her own daily prayer times. Be dedicated and committed to the consciousness building of this ministry and you will draw to you individuals who are as dedicated and committed to building the ministry as you are. Remember that building consciousness is vital to the growth and vitality and future potential of the church.

I applaud each one who undertakes the project of pioneering a ministry. The Christ Spirit within you works easily through you to build consciousness and thereby build a vital, growing, thriving ministry. I am always available by telephone, willing to listen and share ideas, and to make helpful material available to you. God bless you.

NOTICE!!

If you are a minister interested in new placement opportunities, we encourage you to call Jody Smith (Ext. 336) on a weekly basis.

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Subregional Broadcast Communications Group

Many ministers are joining together in a collective effort to share the message of Unity. You are making a difference in our world as you reach out beyond the walls of your churches and centers.

The following is a valuable outline for setting up a subregional broadcast communications group:

1. One or two individual ministers set up a collective meeting first. Then. . .
2. Contact ministers who would be willing to "group together" for the benefit of a collective outreach.
3. Get unanimous commitment in purpose, and set up group vision and goals in writing for unified effort (helpful questionnaire in Association of Unity Churches Communications Manual).
4. Decide what media is to be selected based on goals.

At this point, the group needs to decide whether to bring in Media Consultant from Association of Unity Churches.

5. Select a chairperson or spokesperson from the group to be the liaison for the media consultant and the group.

6. Select someone to contact media (or work with Association of Unity Churches Media Consultant).

7. Discuss what creative approach is to be used and what is to be stated in tag line of each message. Will each church receive identification on a rotating basis or. . .?

8. Will there be a central phone number, post office box, watts line or answering service used and so identified within each broadcast message?

9. Discuss whether group wants to begin direct mail follow-up and how and who will handle; i.e., tag line reads: "for more information and a free cassette, call 1-800-IN-UNITY"

10. Discuss how and who will handle retrieving and recording phone calls and mail and potential tithes for broadcasts. Who will fold and stamp outgoing follow-up mail? Who will handle bookkeeping of checks from each ministry, cost of mailing, invoices from and payment to stations? (Once decided, have a responsible person check into costs of the above and prepare a report for next meeting.)

At this juncture, you will need to decide whether you want to talk to your Boards and congregations before the second meeting or *after* the second meeting when prices and details have been ascertained.

11. Set a time for the next meeting within 30 days. Second meeting should be set for early morning with media presentations scheduled throughout the day and follow-up meeting that same afternoon.

12. If Media Consultant is to be involved, contact and share vision purpose, goals, media selected and date of next meeting. (If media consultant is not selected, the following steps should be followed.)

13. Contact appropriate stations (if radio) and ask for sales representative. (A detailed description of information to ask for from salesperson is included in the Communications Manual.) Make your request for the representative to make a presentation at a scheduled time on the day of your next meeting. Set up all presentations by the media sales representatives between 9:30 a.m. and 3:30 p.m., every half hour.

14. Follow up with an agenda letter to ministers in your group and a note to each station sales person confirming time and place for their presentation.

15. On day of second meeting, begin by reconfirming commitment, vision and goals of group.

16. Have reports from each person responsible for checking into phone lines, 1-800, etc.

17. Decide and commit to overall structure and responsibilities of group and individuals.

18. Introduce station representatives. Keep their presentations to 20 minutes with 5-10 minutes for questions. Tell them you will call them. Give them some positive feedback. Give them a gift (book, pen, *Daily Word*, etc.) when they leave.

Continued. . .

19.

After presentations, together with the Association of Unity Churches Media Consultant, decide on appropriate station(s), how you want to purchase the station (weeks, months, hours of the day, programs, etc.). Have the liaison person provide the Association of Unity Churches Media Consultant with the information you have collected. A media plan based on your selections will be prepared and forwarded to you within a week following this meeting.

20.

During this meeting or the first meeting, you will have an idea of the investment each individual church and the collective group will be committing to.

21.

Set time within one to two weeks for third meeting.

22.

Upon finalization of media plan of action (including times and dates for broadcast, details of group responsibilities, and overall cost), present the plan and audio sample message to your Boards and congregations.

23.

In the third meeting, finalize and follow up with each station as to why you selected whom you did. Keep the stations informed of your plans in the future. Stay in contact. They can be great resources for you.

24.

Set up once-a-month meetings and confirm at least one representative (who can make decisions on behalf of the church) from each ministry to be at the meeting.

25.

At each meeting, discuss measurable results and nonmeasurable results that each minister is noticing. Discuss rapport with station representative, any new ideas for enhancing program, possible alternatives to scheduling and the creative messages should there be any alterations. Have minutes and notes taken and make sure all involved in regional group are kept informed. Ask where Association of Unity Churches can assist. Keep the media department informed with suggestions, creative ideas and the "good news" from your program.

IMPORTANT: Solicit, encourage, and ignite their support and enthusiasm for the program. The INTERNAL "sale" is vital to your outreach efforts. With several ministries involved, your congregation will feel they are part of something very powerful. They will identify with and support your efforts in *making* your communications outreach successful.

If you have any questions regarding a subregional broadcast communications group, please call the Radio/Media Department of the Association of Unity Churches and/or ministers who have united together for the subregional group effort.

Blessings, praise, and thanksgiving for your work in this world!

Stay tuned!

Heart-Check: Though heart-check is in the liaison procedures, I have become aware that it can be successfully used during a board meeting if there is a problem or a potential problem.

At the beginning of a meeting the board president (chair) makes certain that everyone knows the rules, and then says, "If there is no objection we will use heart-check."

These are the suggested rules: If anyone begins to make derogatory comments about another or when someone has made his/her point and then just rambles on, heart-check can be called. After which there is a minimum of one minute (no more than two) of total silence. The silence is for everyone to get back to Christ center. Heart-check can be called by anyone at any time.

When it is used, it really works to keep people on course in resolving any differences, to agree to disagree as a team working toward the same vision with the same goals!

- submitted by Trish Robinson
Liaison Coordinator

Management

Cont'd from page 6

performance. I've been witness to paid staff telling the minister that correction is not part of the job responsibility, nor is it possible to give constructive criticism! Needless to say the minister has had a continuing "challenge" with this person.

Mimicking Another Ministry

Imitation may be a form of flattery. Imitation without the consciousness and mental equivalents of the ministry being mimicked can lead to consequences beyond what was originally intended. Our ministry receives a large number of requests for materials and ideas about the ways in which we conduct our ministry as a Spiritual Community. While we always are happy to comply, we do so with the caveat of using such materials as thought-starters, not the final word. This is similar to asking another for a good affirmation for such and such.

An Invitation To Present Graduation Bibles

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

There will be 32 graduates receiving Bibles this year. If you would like to participate, please send \$60.00 made payable to the Ministerial Education Program, and note that it is for a graduation Bible. Address the envelope to: Gladys Branscum, %USRS-MEP, Unity Village, MO 64065. This check should be sent by May 1, 1991.

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



Shay St. John
Director of Development

Take Up Your C.O.T.

In the parable of the paralytic, Jesus commanded the man to "rise, take up your bed and walk" (Matt. 9:6). Through faith, the man responded to this impossible request, spoken with authority by One who saw beyond appearances. Joyously, the paralytic arose from the bed on which he had been confined for many years. In that moment, his life was transformed from one of dependence on others, restriction of movement, and isolation from the myriad adventures in life to one of activity, joy, and participation in the fulfillment of his dreams.

In our ministries, there are times when we may feel confined, even paralytic, when it comes to inspiring others to follow our vision--especially when that vision requires financial as well as prayer support. Yet the Christ indwelling reminds us that we can and must "take up our c.o.t." and walk forward into our vision.

What is this "c.o.t." on which we may find ourselves confined? Could the sense of limitation and restriction be related to three simple things? This bed (or c.o.t.) on which we may sometimes lie is a metaphysical reminder that we have forgotten to undergird our vision with the vital ingredients of *communication*, *ownership*, and *trust*.

Almost any challenge we face,

whether in our ministries or in our personal lives, distills down into a lack of one or all of these three elements. Whenever we forget to insure clear communication, we open the door to rumor, innuendo, and misunderstanding. If we don't take the time to enroll others in a contagious excitement for the vision before us, there is no sense of ownership or desire to participate in its expression. And until we have a listening ear, a receptive mind, and a fully open heart to the wholeness of Spirit's revelations, we will miss vital ingredients of the divine plan seeking to express through us. Others will be aware "something is missing," and trust will fly out the window.

Whatever projects lie before your ministry, whatever goals stretch before you to complete, examine them in the light of this c.o.t. Is there clear communication with others who will be affected by the fulfillment of these goals, dreams, visions? Are these loved ones excited and enthusiastic about their expression? Does each of you totally trust the process of change and growth ahead?

Begin at the beginning: communication! Communicate--in prayer and through open dialogue to bridge any hesitations. Bring the doubts forward, not to give them power, but to allow their release, resolve, or wisdom to be revealed. Look at past history, not to allow it to limit you, but rather to let it empower your progress. Seek solutions to old issues that transcend the "way it's always been done." Remember, God's promise is, "Behold, I will do a new thing. . . I will make a way in the wilderness and rivers in the desert" (Isaiah 43:19).

Take the next step as you inspire ownership in your dreams. Let go of any personal agenda as to how it will come to pass. The vision is before you to follow. It requires more energy than you alone can provide. Enroll others in the glory of this vision and release the work to Spirit moving mightily in and through all of you. A synergy of divine ideas will emerge that will ignite a flame of creative involvement. As this is done, the joy of the Lord flows through each step of its expression.

When the communication is clear and

ownership is encouraged, the third step becomes easy to take. Trust is inherent in the entire project. Whatever is needed to fulfill this dream becomes easily accessible. Action is still required to bring this vision from the invisible realm of perfection into the visible world of form, but it is action that flows through all involved with an "effortless effort."

Jesus commanded us: "Rise, take up your bed--take up your c.o.t.--and walk." Our Association of Unity Churches is committed to doing just that. We are here to serve you as you develop the vision that drives your dreams. Our commitment is to:

1. Communicate with you more fully.
2. Bring to you a sense of ownership in the growth of our entire Association.
3. Ignite a joyous trust in the work ahead for our beloved Unity movement.

Before us is the vision of a decade of transformation. Our dream is to expand the future of our Unity movement. To insure space in which to fulfill this dream and provide services, we are designing a new home for our Association of Unity Churches. You are a vital part of this vision.

To affirm our commitment to communicate with you more clearly, we are planning regular updates on the progress of our Capital Campaign. These updates will be sent to those who have affirmed financial and/or prayer support of this vision. If you would like to receive these updates, please write our Development Department and request to be added to our growing list of "owners" of this new World Headquarters. Your support on all levels is deeply appreciated. Your gifts insure the fulfillment of this dream.

In this now moment, we accept transformation from all restrictions into the joyous participation with you, our member ministries, in the dynamic work before us. As our co-founder, Charles Fillmore, so clearly affirmed in the springtime (age 94) of his life, "I fairly sizzle with zeal and enthusiasm, and I spring forth with a mighty faith to do the things that ought to be done by me."

Feel our love surrounding you and know the healing activity of vision at work in every area of your life!



Martha Loehr
Associate Director/
Dir. of Institutional Advancement

What Do Followers Expect From Leaders? Part II

Last month's article introduced four general sets of attributes that are expected of leaders by those who follow them. These were (1) honesty, integrity, principles; (2) competence, capability, effectiveness; (3) forward-looking with a sense of direction; and (4) inspiration, enthusiasm, confidence. This issue will begin the exploration of the first set: honesty, integrity, and principles.

HONESTY was selected more than any other characteristic according to James Kouzes and Barry Posner. In their book, *The Leadership Challenge*, conclusions are drawn from interviews conducted by the authors of over 2500 managers. HONESTY was selected most often. It is absolutely essential to leadership, yet only thirty-two percent of the public believes most corporate executives are honest (p. 18). Honesty, of course, is quite subjective. So, further discussions with respondents indicated the leader's behavior provides the evidence of honesty. Followers wait to be shown.

Two basic criteria are used to judge

honesty. The first is whether or not leaders do what they say they will do. Indicators are if leaders keep their word and behave in a straight forward manner. Secondly, followers judge leaders on consistency between words and deeds. That is, behavior indicates a set of values. If the verbalized set of values is consistent with those demonstrated by behavior, the person is considered honest. Further, verbalization itself is important. People simply do not trust others who will not state their values, ethics, and standards (p. 18).

Values, ethics, and standards are synonymous with principles. These words refer to a set of beliefs or a moral code. Integrity is adherence to a moral code. Therefore, it seems that to be considered honest, one must say what one believes, and behave consistently with those beliefs. In short, leaders must practice what they preach. In so doing, they earn respect. This includes being a role model, requiring a clear understanding of the behaviors one is projecting and how they impact others.

A clear understanding of one's own value system cannot be overemphasized. Leaders who know their values do not have to take time to consider that element when making decisions or plans. It is a given and forms the base for planning and decision making, rather than being a consideration among many others. Further, I believe it allows leaders a wider view of people and situations. It helps in defining the motives of others and projecting possible outcomes of situations.

Yet, it is not quite enough to be honest, have integrity, and adhere to principles. Let's face it, nobody trusts the boss completely (at least this is a popular view). According to Fernando Bartolome, nobody wants to bring the boss bad news, and there are strict limits to the trust between leaders and followers. (*Harvard Business Review*, Mar/Apr '89, p. 135-142.) The limits depend on candor. However, people tend to protect themselves and their subordinates; they may want to avoid the limelight, or they may be afraid of appearing ineffective.

Thus, they tend to fix their own problems without help. Followers almost always see leaders as judges, no matter how amicable the relationship is.

The article also recommends several techniques to deal with these limits of trust.

- ☛ communicate; it's always a two-way street, give and receive information
- ☛ support; be approachable, helpful, and concerned, especially when the chips are down
- ☛ respect; delegate authority and listening to what subordinates have to say
- ☛ be fair; give credit and assess responsibility where due
- ☛ be predictable; being dependable and keeping promises
- ☛ be competent; know your own job and do it well

Given the limits of trust, leaders can watch for signs of trouble such as decline in information flow, deteriorating morale, ambiguous verbal messages, non-verbal signals, and diminishing results. Once recognized, resolution is a communication network based on properly using, spreading, and creating information.

Resources:

Kouzes, James M. and Barry Z. Posner. *The Leadership Challenge. How to Get Extraordinary Things Done in Organizations*. San Francisco: Jossey-Bass Inc., 1988.

Bennis, Warren. *Why Leaders Can't Lead. The Unconscious Conspiracy Continues*. Los Angeles: University of Southern California, 1989.

Bartolome, Fernando. "Nobody Trusts the Boss Completely - Now What?" *Harvard Business Review*, March-April, 1989, p. 135-142.

PARTNERS IN MINISTRY

a network of spouses of ministers



Al Sears

Survey

I have just received the complete data base printout of the Partners in Ministry survey from David Thomas, and I am excited about being able to get an even more in-depth analysis to share with you. I want to express my heartfelt thanks to David for all his work with our survey and for his presentation at the Dallas convention held last June.

Before beginning this project I read the results of a survey conducted with ministers' spouses from many denominations, and I want to share some of the result with you. These questions dealt with the role of the minister's spouse, and as you will be able to see, many of the questions and answers are similar to those from our survey.

- Am I defined by my spouse's occupation?
75% yes 5% no 20% no answer
- Am I being treated as a nonperson?
80% yes 15% no 5% no answer
- Am I aware of a lack of directness in conversations?
50% yes 45% no 5% no answer
- Do unexpected events frequently ruin family/couple plans?
75% yes 25% no
- Do I need to be more cautious than normal?
75% yes 25% no

- Do I need to be more serious?
5% yes 90% no 5% no answer
- Do I need to keep secrets/confidences?
75% yes 15% no 10% no answer
- Do I suffer in silence during controversy or when spouse is under criticism or attack?
45% yes 40% no 15% no answer
- Do I live in an overstimulating environment?
30% yes 55% no 15% no answer
- Do I need to get involved--involuntarily?
95% yes 5% no
- Do I have a lack of privacy?
55% yes 45% no
- Am I being a friend and counselor to many, yet not feeling this is reciprocated?
50% yes 45% no 5% no answer
- Do I feel like unpaid staff at church?
50% yes 50% no
- Am I hesitant in taking a public stand?
50% yes 45% no 5% no answer
- Must we be a model family/couple/spouse?
60% yes 35% no 5% no answer
- Am I responsible for spouse's job by my behavior?
65% yes 30% no 5% no answer
- Do I know more about my spouse's work than other professional spouses?
90% yes 5% no 5% no answer

I share this information with you so that you can compare the results with our survey, and I feel that the results of this questionnaire show there are many areas that are not big issues anymore. It does show that good changes are taking place within the church in terms of the spouse's role as perceived by the spouse and the congregation.

Have a wonderful Easter, and I look forward to seeing you in June. Any questions you have or articles you would like to share, please write **Partners in Ministry, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.**

Sparkplugs

Talk Topics and Sermon Starters from Unity publications

This month:

A Practical Guide to Meditation and Prayer - Released in November, 1990
by Douglas Bottorff

The need is still there! Yes, if you listen closely you will hear from time to time, "Does prayer do any good? How do you meditate?" J. Douglas Bottorff's book, **A Practical Guide to Meditation and Prayer**, has answers to both questions.

An introductory chapter defines why prayer is a necessity to spiritual beings as individuals as well as in the universal scheme of things.

The book is written in four parts. Part One, "Laying the Foundation," establishes our relationship to the Infinite, why we pray and how to meditate and pray.

Parts Two and Three explain the theory and practice of meditation and prayer and give some simple steps for their practice.

Part Four suggests ways to apply prayer to specific needs plus some growth dynamics to help us develop spiritually.

A Practical Guide to Meditation and Prayer is well-written, and easy to read and understand. It is liberally sprinkled with anecdotes, affirmations, scriptural and poetic references, and examples of human behavior.

The Reverend Bottorff's summation of meditation makes a beautiful statement to remember and use. "Your work is to bring your world steadily into alignment with the world of God, to coordinate your personal purpose with the divine purpose, and to begin within yourself to unleash your unlimited potential through every facet of your creation."

A Practical Guide to Meditation and Prayer lends itself well to use in prayer and meditation classes and it is an excellent source of ideas for talks.

A Practical Guide to Meditation and Prayer can be purchased through the Sales Department of Unity School of Christianity, Unity Village, MO 64065-0001. To order by phone, call: (816) 251-3571.

The Most Influential Books Among Unity Field Leaders

By Robert Ellsworth



Robert Ellsworth
Director of Education

Every Truth student has been profoundly influenced by certain books. At a particular time in our spiritual life, a particular book has come along just at the right time, filling a need that helped change our life. Some of these books have had a lasting effect, and we return to them again and again. Each one of us, for example, knows which books we would want to take if we were going to live on a deserted island and could take only a few favorites with us.

This article presents the books that have most influenced the spiritual life of Unity ministers and licensed teachers. The information on the most influential books comes from the responses of 202 ministers and 144 licensed teachers as part of the Transformative Teaching Survey reported in the December 1990/January 1991 issue of CONTACT. Unity leaders were asked to identify the five most transformative teachings in their lives, and to list the MOST important books/articles that helped them apply the five teachings selected as most important to them.

A total of 935 titles were mentioned, some of them with greater frequency than others. (Many thanks to Gerald Melin for entering all responses regarding books and related teachings on computer for compilation.) Three books were mentioned far more frequently than any others, and these are labeled the STARS. The books are presented in the following categories:

The STARS

(Head and shoulders above all others in influence)

The FILLMORE BOOKS (Top 10)

The CLASSICS

(Top 10, published between 1890-1949)

The STANDARDS

(Top 10, published between 1950-1969)

CONTEMPORARY I

(Top 10, published between 1970-1979)

CONTEMPORARY II

(Top 10, published between 1980-1984)

CONTEMPORARY III

(Top 10, published between 1985-1989)

★ ★ ★ The STARS ★ ★ ★

★ Lessons In Truth (1894)

H. Emilie Cady - (chosen 234 times)

★ The Bible

(mentioned as a most influential resource 171 times)

★ Discover The Power Within You (1968)

Eric Butterworth - (chosen 158 times)

Lessons In Truth continues to be as influential for recently ordained ministers and licensed teachers as it is for those ordained/licensed over ten years ago. This book is more popular among licensed teachers than ministers by a margin of 2:1. The book is seen as most helpful for the teachings: (a) ONE PRESENCE AND ONE POWER, GOD THE GOOD; (b) THE LAW OF MIND ACTION; (c) DENIALS AND AFFIRMATIONS, and (d) GOD AND I ARE ONE.

The Bible (particularly the four gospels) is cited as most useful for: (a) THE TEACHINGS OF JESUS OUR WAYSHOWER; (b) SEEK FIRST THE KINGDOM; (c) FORGIVING OTHERS; (d) ONE PRESENCE AND POWER; and (e) IT IS NOT I BUT GOD WHO DOES THE WORK.

Discover The Power Within You is seen as most helpful to Unity leaders in applying the following teachings: (a) ONE PRESENCE AND POWER; (b) JESUS CHRIST TEACHINGS; (c) LAW OF MIND ACTION; (d) LIFE IS CONSCIOUSNESS; (e) NONRESISTANCE; and (f) SEEK FIRST THE KINGDOM.

Continued...

FILLMORE BOOKS

1. **Prosperity*** (chosen 93 times)
2. **Christian Healing*** (chosen 93 times)
3. **Jesus Christ Heals*** (chosen 83 times)
4. **Twelve Powers of Man*** (chosen 79 times)
5. **Keep A True Lent*** (chosen 68 times)
6. **Myrtle Fillmore's Healing Letters*** (chosen 51 times)
7. **Metaphysical Bible Dictionary***
(Fillmore and others - chosen 51 times)
8. **Teach Us To Pray*** (chosen 49 times)
9. **Atom Smashing Power of The Mind***
(chosen 43 times)
10. **Christ Enthroned In Man***
(Cora Fillmore - chosen 39 times)

*Published by Unity School of Christianity

The ten "Fillmore" books above are seen by Unity field leaders as addressing many of the Transformative Teachings well (as listed in the December, 1990/January, 1991 issue of CONTACT), but having little to say about others. The Transformative Teachings addressed most clearly by these ten books are listed below. The books that were seen as dealing most adequately with each teaching were listed first.

Transformative Teachings	Fillmore Books
(a) One Power and Presence	#2, #3, #5, #9
(b) Prayer - Meditation	#8
(c) Jesus Christ, Wayshower	#3, #7, #10
(d) I Am a Christ In Potential	#10
(e) Prosperity; (f) God As Source; (g) Tithing	#1
(h) Bible; (i) Metaphysical Approach	#7
(j) Law of Mind Action	#2, #9
(k) Life is Consciousness; (l) Power Positive Thinking	#9
(m) Health and Healing	#3, #6
(n) Twelve Powers	#4, #10

The Fillmore material apparently is not used much by Unity field leaders in two major areas, (1) The Mystical Union With God Presence; and (2) Handling The Human or Psychological Aspects of Living.

Under The Mystical Union With God Presence, field leaders find that the Fillmore material does not satisfy their needs as well as other material in the following transformative areas: (a) God and I Are One (mystical union); (b) Seek First the Kingdom of God; (c) Live in the Eternal Now; (d) Practicing the Presence; and (e) Unity of All Life. People seeking to experience these elements of

the Mystical Life are drawn to the work of others, as will be seen later.

Handling the Psychological or Human Aspects of Living is the other major area not adequately addressed by the Fillmore material, based on the perceptions of field leaders. The psychologically-oriented Transformative Teachings perceived as being addressed better by other writers include: (a) Forgiving and Accepting Myself; (b) Accepting and Loving My Humanness; (c) Honoring The Hero Journey; (d) Handling Evil and Negativity; (e) Nonresistance; (f) Challenges in Life are Opportunities to Learn and Grow; (g) Beginning Again; and (h) I Am Responsible, No Blame, No Guilt. These areas are covered more adequately in books that have become popular, especially since 1970.

Charles Fillmore clearly recognized the importance of addressing the psychological needs of people as seen in Keep A True Lent. "...there is urgent need for teachers on both the mental and spiritual plane of consciousness if the race is to go forward in development. To this end there needs to be more cooperation between the two planes of consciousness, because they complement each other. Religion becomes practical and effective in everyday life when it incorporates psychology as part of its litany. Without religion psychology is weak in its fundamentals, and without psychology religion fails to give proper attention to the outlet of its ideals" (p. 75-76).

In the days of Charles Fillmore, psychology was in its infancy. Since the 1950's, however, great strides have been made in the public's understanding of psychological issues as they affect people's lives. It is no wonder that the Fillmore material is not seen as adequately addressing the important psychological needs of today, bringing balance to the spiritual/psychological areas of consciousness. Even though Charles Fillmore recognized the importance of balance in both areas, the lack of awareness of psychological issues in his day prevented him from addressing these issues.

+ + + The CLASSICS + + +

Top ten published between 1890 - 1949

1. **What Are You?*** (Imelda Shanklin)
2. **Sermon On The Mount** (Emmet Fox)
3. **How I Used Truth*** (H. Emilie Cady)
4. **Effectual Prayer*** (Frances Foulkes)
5. **Practice the Presence of God** (Brother Lawrence)
6. **Power Through Constructive Thinking** (E. Fox)
7. **AA Big Book** (and 12-step basics)
8. **Daily Word***
9. **The Game of Life** (Florence Shinn)
10. **Think and Grow Rich** (Napoleon Hill)

* Published by Unity School of Christianity

Other books can be obtained through your local bookstore

Continued...

▲ ▲ ▲ The STANDARDS ▲ ▲ ▲ Top ten published between 1950 - 1969

1. Your Hone of Glory* (Elizabeth Sand Turner)
2. Your Power To Be (J. Sig Paulson)
3. Practicing The Presence (Joel Goldsmith)
4. Be Ye Transformed* (Elizabeth Sand Turner)
5. The Healing Secrets of the Ages (Catherine Ponder)
6. The Art of Meditation (Joel Goldsmith)
7. Science of Mind (Ernest Holmes)
8. Dare To Believe* (May Rowland)
9. Know Thyself* (Richard Lynch)
10. Prospering Power of Love (Catherine Ponder)

* Published by Unity School of Christianity
Other books can be obtained through your local bookstore

Comment. Among the CLASSICS and STANDARDS, we find the emergence of literature that began to deal more directly with The Mystical Life (Brother Lawrence and Joel Goldsmith) and with the human condition (AA Big Book, The Game of Life, and Know Thyself). A new kind of focus is introduced by the AA Big Book. Truth books tend to focus on the positive. The AA Big Book presents the importance of taking a fearless inventory of ourselves, including "negative" aspects, if freedom from addictions is to occur. Within the past two decades, the 12-step principles have been expanded to areas such as co-dependence, adult children of dysfunctional families, and other areas of dysfunction. The works of Catherine Ponder also clearly emerge as favorites in altering the limitations of the human condition.

* * CONTEMPORARY I * * Top ten published between 1970 - 1979

1. Prayer The Master Key* (James Dillet Freeman)
2. The Course in Miracles
3. Love Is Letting Go of Fear (Gerald Jampolsky)
4. Dynamic Laws of Prosperity (Catherine Ponder)
5. Your God-Given Potential** (Winifred Hausmann)
6. Open Your Mind to Prosperity (Catherine Ponder)
7. Dynamic Laws of Healing (Catherine Ponder)
8. Handbook To Higher Consciousness (Ken Keyes)

9. Myrtle Fillmore Mother of Unity*

(Thomas E. Witherspoon)

10. The Mystical I (Joel Goldsmith)

* Published by Unity School of Christianity

** No longer in print

Other books can be obtained through your local bookstore

Comment. Catherine Ponder's books continued to be favorites in this era. Emerging for the first time is "channeled" material, The Course In Miracles, and Love Is Letting Go of Fear, which was based on The Course. Unity leaders report that this material is especially strong in the areas of (a) Forgiving Others; (b) Forgiving and Accepting Myself and (c) Self Discipline (daily practice). The Handbook To Higher Consciousness, another new type of book, was seen as addressing (a) Forgiving Others; (b) Life is Consciousness; and (c) I am Responsible, No Blaming Others, No Guilt.

* * CONTEMPORARY II * * Top ten published between 1980 - 1984

1. Spiritual Economics* (Eric Butterworth)
2. Master Mind Goal Achievers Journal
(Jack Boland--published annually by Church of Today, Warren, MI)
3. Handbook of Positive Prayer* (Hypatia Hasbrouck)
4. In The Flow of Life* (Eric Butterworth)
5. Metaphysics I & II*
6. Mind The Master Power* (Charles Roth)
7. How To Use Your Twelve Gifts From God
(William Warch)
8. The Dragon Doesn't Live Here Anymore
(Alan Cohen)
9. Original Blessing (Matthew Fox)
10. Nourishing The Life Force*
(Richard and Mary Alice Jafolla)

* Published by Unity School of Christianity

Other books can be obtained through your local bookstore

Comment. Six of the top ten books published in this era were published by Unity, two of them by Eric Butterworth. He and Catherine Ponder are clearly two of the most popular Unity-based authors of books. Nourishing The Life Force is the first book to emerge in the top ten that deals in a practical way with balancing physical life and spiritual life.

Continued. . .

* * CONTEMPORARY III * *

Top ten published between 1985 - 1989

1. **You Can Heal Your Life** (Louise Hay)
2. **Homesick For Heaven** (Walter Starcke)
3. **The Case for Reincarnation***
(James Dillet Freeman)
4. **The Kingdom Within** (John Sanford)
5. **Ordinary People as Monks and Mystics**
(Marsha Sinetar)
6. **On Eagles Wings** (Lord Exter)
7. **Emmanuel's Book** (Pat Rodefast)
8. **Living The Mystical Life** (Jim Rosemergy)
9. **The Hero Within** (Carol S. Pearson)
10. **Love, Medicine and Miracles** (Bernie Siegal)

* Published by Unity School of Christianity
Other books can be obtained through your local bookstore

Comment. Four of the top ten deal with the mystical life; The Kingdom Within, Ordinary People As Monks and Mystics, Emmanuel's Book, and Living The Mystical Life. The physical aspects of life, blended with the spiritual and psychological, are again addressed, this time by Louise Hay. Emerging for the first time are two books by contemporary Jungian writers, The Kingdom Within and The Hero Within. Many in Unity regard Jungian-based writings as the best blending of psychological and spiritual aspects of being.

Unity teaches that we are physical, psychological, and spiritual beings, but the first two aspects of being have received increased attention only in recent years. Perhaps attention to the psychological aspects of living, a need perceived by Charles Fillmore many years ago, had to await the introduction of contemporary Jungian writers whose perspectives are so compatible with Unity teachings.

Honorable mention goes to three new books that show early signs of becoming popular: Open Mind, Open Heart (Keating), The Concentric Perspective (Butterworth), and Healing The Shame That Binds Us (Bradshaw).

Conclusion

No one author or book covers all the teachings regarded as transformative by Unity field leaders, with the exception of the Bible. It appears that an evolution has occurred in the kind of books that were popular from the different eras. Books from the first four lists (The STARS, The FILLMORE Books, The CLASSICS, and The STANDARDS) dealt primarily with basic spiritual principles, and the application of these principles to healing, prosperity, etc. These basics are still popular today, and address the foundation issues of our Unity movement.

Beginning with 1970, the list of popular books begins to broaden. Books based on channeled material (Course In Miracles, Love Is Letting Go of Fear, and Emmanuel's Book) became popular, in large part because they are seen as addressing teachings that earlier books had not addressed as well. Loving and accepting ourselves, forgiving others and ourselves are major themes in these and other books, such as those by Louise Hay, Bernie Siegal, and John Bradshaw. Also emerging in the 1970's and 80's are books that deal more directly with our physical well being. Ministers and licensed teachers, who must meet the needs of their congregation and classes, undoubtedly find an increasing demand for help with healing and the emotional and relationship aspects of living.

Books that deal with the mystical experience and union with God have been popular throughout each of the eras. Mysticism is obviously a deeply felt need. While other books have focused on manifesting prosperity, health, and well-being through the understanding and application of spiritual principles, the mystic seeks something in addition. "Seek first the kingdom of God, and all else shall be added unto you" is the theme for the mystic.

FINANCIAL STATEMENT

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

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

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Ten Months Ended January 31, 1991

INCOME-OPERATIONS	November	December	January	Year to Date
Love Offerings	\$ 62,013.29	\$ 58,552.34	\$65,539.72	\$691,509.83
Other Income	1,437.32	1,494.41	623.74	32,221.05
	<u>\$ 63,450.61</u>	<u>\$ 60,046.75</u>	<u>\$66,163.46</u>	<u>\$723,730.88</u>
Less: Tithe Transfer	5,485.05	7,462.57	7,177.57	72,512.31
	<u>57,965.56</u>	<u>52,584.18</u>	<u>58,985.89</u>	<u>651,218.57</u>
Gross Profit Material	5,159.94	2,525.05	7,497.91	63,583.66
Total Income	<u>\$ 63,125.50</u>	<u>\$ 55,109.23</u>	<u>\$ 66,483.80</u>	<u>\$714,802.23</u>
EXPENSE-OPERATIONS				
Total Expenses	<u>\$ 71,515.61</u>	<u>\$ 68,703.66</u>	<u>\$ 75,210.03</u>	<u>\$785,443.70</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ (8,390.11)</u>	<u>\$ (13,594.43)</u>	<u>\$ (8,726.28)</u>	<u>\$ (70,641.47)</u>

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

Month of December: \$7,559.71

Year to Date: \$77,149.67

New Pension Plan

The Board of Trustees of the Association of Unity Churches approved for recommendation to the Conference Body the new retirement plan 403(b) 9 on January 24, 1991. A Conference vote will be taken in June, 1991.

The benefit of the new 403(b)9 plan is that it will allow a participating minister to invest money in the plan prior to the time it is taxed, and, at the time of withdrawal, part or, in some cases, all of the withdrawal can be received without the payment of Federal tax, by deeming the sum received as a "manse allowance."

The Board of Trustees approved also for recommending that it terminate the existent Tax Shelter Annuity Plan (403[b]) and also terminate the Money Purchase Pension Plan. Upon termination of these two plans, past participants may elect to transfer untaxed portions into the new 403(b)9 plan.

The effective date for the new retirement plan 403(b)9 will be announced soon.

If you have any question, please call Young Bae, (816) 524-7414, extension 322.

New Social Security Tax Deductions

As you are painfully aware, ministers have been financially burdened by the payment of nearly twice as much Social Security tax as other employees, simply because their income is subject to the Social Security tax (SECA tax) imposed on the self-employed, even though most ministers are employees of their churches.

Social Security Tax Rates

The following Social Security tax rates have applied to ministers and to other employees, respectively:

	<u>Ministers</u>	<u>Other Employees</u>
1990	15.30%	7.65%
1989	13.02%	7.51%
1988	13.02%	7.51%
1987	12.30%	7.15%
1986	12.30%	7.15%
1985	11.80%	7.05%

Tax Inequity

Another less obvious, yet substantial, inequity exists between ministers and other employees. Ministers and others subject to SECA tax have been paying both income and SECA tax on the entire amount of SECA tax paid, even though employees subject to FICA tax only pay income and FICA tax on the FICA tax withheld from their paychecks. No tax is paid by employees on the half of the FICA tax paid directly by their employers.

Double Deduction

To correct this inequity, beginning in 1990, religious professionals and others who pay SECA tax will be allowed to deduct about one-half of their SECA tax in calculating their SECA tax and their income tax.

Income tax deduction. Ministers and others subject to SECA tax are permitted a deduction of half their actual self-employment (SECA) tax in computing their income tax. This deduction will be claimed at the bottom of page one of IRS Form 1040. This means you will be able to claim the deduction whether or not you itemize deductions on Schedule A.

Self-employment (SECA) tax deduction. Ministers and others subject to SECA tax are permitted a deduction of half

the total self-employment tax in computing their self-employment tax. This deduction will be computed and claimed on the revised IRS Schedule SE.

The purpose for these new deductions is to place ministers and others subject to SECA tax in parity with individuals who are subject to FICA tax. With the deductions for both income and self-employment tax, ministers and others who are subject to SECA tax, like those who are subject to FICA tax, will not pay income or self-employment tax on one-half of the Social Security tax.

Example

The following example illustrates the computation of the deductions for self-employment (SECA) taxes that may be claimed by ministers and others subject to SECA tax. These deductions will be reflected and claimed on your 1990 Form 1040 and Schedule SE that will be filed in early 1991:

(1) Net earnings from self-employment	\$ 40,000
(2) Wages subject to FICA tax	\$ 0
(3) \$55,550 minus (2)	\$ 55,550
(4) lesser of (1) or (3)	\$ 40,000
(5) .0765 x (4)	\$ 3,060
(6) (1) minus (5)	\$ 36,940
(7) Lesser of (6) or [\$41,300 minus (2)]	\$ 36,940
(8) Self-employment tax due .153 x (7)	\$ 5,652

Tax Savings

(9) Self-employment tax savings	\$ 468
(10) Income tax savings (28% bracket)	\$ 791
(11) Total tax savings	\$ 1,259

These new Social Security tax deductions provide a new parity between ministers (and others subject to SECA tax) and other employees. And, a much warranted tax-SECA and income-savings for most ministers.

NOTE: The maximum compensation that is taxable for social security purposes in 1990 is \$51,300. Ministers earning more than this amount will receive only a partial deduction, and no deduction at all in computing their self-employment tax, if they earn more than \$55,550. You are still eligible, however, for the full income tax deduction.

Article compiled from The Clergy Journal (September 1990).
Copied with permission from Ministers Life Insurance Company,
3100 West Lake Street, Minneapolis, MN 55416.

From time to time, friends ask us to assist them in remembering the Association of Unity Churches in their wills. In response, we have now prepared a simple instruction booklet which contains much of the needed information and many suggestions: If you wish to receive one of these booklets, direct your request to:

The Development Office
Association of Unity Churches
P.O. Box 610

TO: ALL MINISTERS

FROM: Nancy Neal, President

RE: CHANGES IN COMMITTEE APPOINTMENT PROCESS

The new procedure for committee appointments is listed below. It is our hope that these new procedures will result in a more efficient process. Questions may be directed to Joann Landreth, (816) 524-7414, extension 337.

November - January	Publication of and collection of generic sign-up sheets.
February -	Vice-President (President elect) appoints and/or reappoints chairpersons with Association staff assistance.
March -	Chairpersons are advised and input sought on committee members. (Persons are assigned to their committee of choice insofar as possible; however, if too many persons request the same committee, changes among committees may be necessary.)
April -	Appointments in process of finalization.
May -	All appointments finalized.
June -	New terms begin (at end of conference.)

The Association Yearbook has a listing of all Association committees including the purpose of the committee. The listing of committees in the 1990 Yearbook starts on page 6; the listing starts on page 7 of the 1991 Yearbook.

Please study these committee listings, the purpose of the committee, and if you are interested in serving on any of these committees (term starting at end of June, 1991, Conference), please fill in page 2 of this announcement (page 20 of this issue, detach, and return to **Joann Landreth, Associate Director, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.**

General qualifications for serving on committees include:

- 1) Growth/Futuristic/Creative thinking.
- 2) Good focus with sense of direction.
- 3) Ability to express clearly.
- 4) Ability and willingness to research as necessary.
- 5) Assist in preparation of reports and presentation to the Board of Trustees.
- 6) Attendance at committee meetings.

ASSOCIATION OF UNITY CHURCHES

Request For Committee Appointment

Please list the name of the committee you are interested in serving and check the appropriate columns; i.e., interest, specific skills, or previous experience which you think would be helpful in serving on this committee.

Name of Committee	Have Interest	Have Skills	Have Experience
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please recognize that in committee service you must become familiar with future plans, goals, and policies of the Association of Unity Churches.

Please sign the statement below:

I am willing to commit myself to attending all meetings of the committee held in January and in June, and to spend additional hours between meetings conducting committee work as needed.

I have read the Purpose of the Committee, as listed in the Yearbook, and feel that I am qualified for consideration. If I am chosen, I understand that the Committee's Commission Statement and responsibilities will be given to me, and at that time I will have the opportunity to make a final commitment.

Signature: _____

Address: _____

Phone Number: () _____

Mail completed form to:
Joann Landreth, Associate Director
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063.

Light on the Path



Trish Robinson
Licensed Teacher Consultant

It doesn't matter who is talking, when I hear the words, "I don't want to hurt. . ." before the sentence is completed, I think "uh-oh!" It's like a red flag going up. For me, it's the first sign that says it's time to take action, do not avoid or ignore.

When I receive a call for help from the field it is almost mind-boggling how often I hear, "I/we should have called sooner." Then this statement is followed by, "I didn't want to hurt (so and so)." Tied for second are the words, "I didn't want to make waves (get someone in trouble)" and "I thought I could handle it." And so time goes by, and then CONFLICT! What usually happens then is that even more people get involved with feelings of hurt, betrayal, confusion, and anger. Conflict is resolved so much quicker and easier if we don't keep putting it off. Avoid or ignore does not make conflict go away. First, GO TO GOD, and then to man as God directs.

When we don't want to hurt anyone, is it because we don't want to be hurt? If this is, indeed, the case, we need to become more aware of God's place within us, for THERE IS NO PAIN IN GOD'S PEACE!

* * *

Why have we chosen to be representatives of Unity? It seems to me it is because our being in the Unity movement has helped us learn Truth principles that work and our lives have become better in most, if not all, areas. We now feel a desire to share.

I know there are many of you who are truly living what you believe. You are taking responsibility for yourself and your life by responding to your abilities. You are not pointing fingers. You are not thinking/saying that others aren't living the Truth. You are not looking outside yourself for reason/answers to a situation that is in conflict or out of harmony. You are asking "what can I learn?"

You are giving thanks that you are open to the gifts that the situation holds for you. You are giving quality time to the increase of peace by practicing the Presence. You are, to the best of your ability, "walking your talk." BLESS YOU, for without even trying you are benefiting others and from you (because of you) others are becoming aware that their lives can be more meaningful.

In the book of Matthew, we read "Love your neighbor as yourself." One interpretation is that we must love our neighbor at least as much as ourselves. Another is that we must love our neighbors as if they are ourselves. I think this is not so much a command as it is a statement of truth. In The Lord's Prayer we pray for God to give us our daily bread; yet more appropriately, we can give thanks that God has given us whatever we need and all that we can ever need each day.

A discovery I made a few years ago was that if I wanted to feel more loving toward someone, I just loved me more. It was like driving an automatic car that shifts into 2nd and 3rd gear, I automatically felt a deeper abiding love for God, and it spilled over toward everyone else. Other persons are an excellent barometer for me. Without a doubt, the more I love me, the more I love God, and the more I love God the greater love I feel for others. I am more accepting. I have less expectations and there is much more tolerance in my heart for their seemingly inappropriate behavior. God bless God!

Licensed Teacher Postgraduate Week June 22-28, 1991

Exciting Workshops:

"Living the Mystical Life Today" -
Jim Rosemergy

"Teaching the Old Testament Through Time-Lines
and Traditions" - Joe Wolpert

"Different Paths in Transformation"
Robert Ellsworth

"Teaching with Aliveness & Freshness"
Ray Wiggins

Plus, four licensed teachers will be sharing with us:

"Lessons in Truth Drama" - John Humenay

"The Inner Child" - Risa Rank

"Uniting Both Inner and Outer
Masculine and Feminine" - Veda Almy

"Orientation for New Members" - Nancy Little

If you have not already registered and sent your deposit to the Reservations Department of Unity School, now is the time.



Marianne Hill
International Children's Education Consultant

Often I am contacted for ideas on ways the children's program in our churches can be extended or given a higher profile in the ministry. Unity Center of Positive Christianity in Woodbury, Minnesota, has found a wonderful solution for integrating the children with the entire church community. My thanks to Joan McElwee from Unity Center in Woodbury for sharing information about their youth choir.

Youth Choir Joins Music Ministry

The children of Unity Center of Positive Christianity, Woodbury, Minnesota, are singing their way to peace and happiness. The music ministry in this church has expanded to include a youth choir.

The youth choir is under the direction of Rosanne Ferrari-Feske, a professional singer who received training at St. Olaf's in Chicago, and Joan McElwee, co-chairperson of the Music Department.

Once a month the youth choir (children of ages 3-12) participates in the worship service. In addition, they are part of the annual Christmas and spring concerts that have become traditions at Unity Center of Positive Christianity.

Of course, Unity Center of Positive Christianity has a wonderful adult choir under the leadership of the church's music director, Severin Behnen, who teaches jazz piano and improvisation at MacPhail Center at the University of Minnesota. He composes, arranges, and directs music for theatres and choral groups.

"It is difficult to imagine our worship service without Severin or our choirs. I wouldn't like to imagine this," says Festus Umeojiego, minister of Unity Center of Positive Christianity.

Music is such an important part of Unity Center that the music department holds a one-hour "miniconcert" once a month, following the worship service. Severin and other professional musicians are featured along with the youth choir and "Unity Choir of Angels" as the adult choir is affectionately called.

Unity Center has also evolved what is called a "Fantasy Choir" allowing all who may wish to be in a choir but "are afraid to be heard" to sing with the choirs on special occasions.

Of course, one of the considerations in running a children's choir is logistical. Our children, therefore, practice after Sunday worship. The children are also given tapes of the music to listen to during the week.

Our vision is to share our ministry through music. The adult choir has performed at other churches and organizations in the Minneapolis/St. Paul area. Our plans include a tour choir, performing locally, nationally, and internationally.

God In Me Award



Pictured, left to right, (front row): Joseph and John Aiken; (middle row): Suzanne R. Lubkowski, Matthew Aiken, and Helce Greene, minister; (back row): Anthony and Jan Aiken, parents.

On August 19, 1990, Joseph Aiken, a nine-year-old Boy Scout from Unity of Fairfax Youth Education Department of Oakton, Virginia, was a recipient of the "God in Me" Award from the Association of Unity Churches. Suzanne R. Lubkowski, Youth/Family Ministry Director served as his counselor.

Joseph comes from a Scouting family including his dad, Anthony, a Scout Master, and brothers, Matthew and John.

The "God in Me" program of Unity of Fairfax is now being experienced in a group community-building activity with nine families participating which will culminate in a special ceremony on Scout Sunday in February, 1991.



Ray Wiggins
Int'l Youth Education Consultant

On the 9th of June, 1989, the Board of Trustees of the Association of Unity Churches took a bold step as it approved a resolution submitted by its Youth Services Committee.

A Resolution for Unity's Year of the Child 1993, as it was named, called for the Association to join forces with Unity School of Christianity to bring forth a new era in the work both organizations do on behalf of children and youth. The resolution called for a commitment to review what we currently are doing as a movement for and with children. A commitment to empower the child of the 21st Century to live the abundant life taught and demonstrated by Jesus, our Way-Shower.

The year 1993 was selected as the focal point since it is the 100th anniversary of *Wee Wisdom* magazine. This little magazine has blessed thousands of young lives over the years. It was Myrtle Fillmore's answer to how she "would take care of the children." But much is taking place prior to '93 and will continue past 1993.

Already Unity's Year of the Child project has had an impact. Both Unity School of Christianity and the Association of Unity Churches have set in motion ideas generated by their various departments. Below are a few of the ideas already under way and ideas for future study.



The Year of the Child

Year of the Child 1993
An Update

The Association:



A curriculum task force has been formed to do a feasibility study of new curriculum options for children and teens in our churches.



Our Radio/Media Department will create radio spots focused on children and families for use by our churches.



Our Support Services Department will create Sunday Service bulletins featuring children's art.



A Year of the Child calendar will be specially created for 1993.



Our Ministers' and People's Conferences from now to 1993 will give attention to children/teens and our churches. For example, our 1991 Conference will offer a workshop for ministers on worship lessons for children. Actual object lessons will be demonstrated by ministers with children present. Other ministers will share their children's messages and ways of observing the importance of children in their services. Sample lessons will be available as take-homes. The Association Conference here at Unity Village in 1993 has been designated as The Year of the Child Conference and will be full of information, resources and renowned speakers in the area of children and teen needs and ministry.

Continued...

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

Your Youth Services Committee is studying ways we can professionalize our teachers and spiritual educators in our local churches. They will be making a recommendation on "A Certification Program for Spiritual Educators" by January 1992.

Unity School of Christianity:

- Special articles will be written for UNITY magazine.
- Publishing will be expanded to include cassettes and videos for children.
- Publish two new books each year especially for children.
- Train Silent Unity Prayer Ministry staff to handle prayer requests from children.
- Include an affirmation for children in its Healing Prayer Meeting order of service.
- Under consideration are ideas about ways to make the Village inviting to children. Ideas discussed include a new play area, a special walking meditation path, and hosting a family retreat.

These are but a few of the action steps being taken or under study by these two organizations. The goal of The Year of the Child Task Group for the Association, however, is not to create programs from the international office but to create the mood, the resources, and the support needed by our local churches or centers for them to create their own vision and plans of action.

Some churches are already including an affirmation for children and/or a blessing of the children in their services. First Church Unity in Nashville held a musical concert benefiting agencies which serve children and families in the city. Churches are beginning to start Uniteen groups for their Junior/Middle School teens. Over 27 new Y.O.U. chapters have been formed in the past year and a half. Youth of Unity (Y.O.U.) in several regions are leading "Kids Kamps." The Mid-West Region is hosting its first one this summer. And educational committees are being formed by some churches to take a close look at their work with children and teens. Such committees study everything from the physical room and equipment needs to ways to reach out into the community to meet special needs.

There is a great deal of excitement already being generated by The Year of the Child project. Please share with us the wonderful things you are doing.

Y.O.U. Chapter of the Month

Chapter Name: Rad Carlsbad
Name of Church: Unity Christ Church
Carlsbad, CA
Minister: Nancy Norman
Chapter President: Arianna Novikoff
Chapter Sponsor: Ken Harrison

article by Arianna Novikoff

Our Y.O.U. chapter is very special! A good Y.O.U. group starts with the minister. Our minister, Nancy Norman, treats us as equals with the adults. She knows each of our names and what is going on in our lives. She always includes us in church activities. When we have Y.O.U. friends visit from other chapters, they are amazed at how much our minister makes us feel a part of the church. We thought all churches were like this.

We have a great sponsor too, Ken Harrison. We call him God Ken. He was in Y.O.U. and really knows what's going on. He's like one of us when it's time to have fun, but he's also our teacher and guide when we need to grow and learn.

During the summer most of us go to our church's weekly Prosperity Breakfast. In November we all participated in the church's Circles of Gratitude groups. They were like workshop families at Conference, meeting once a week for six weeks before Thanksgiving.

We have weekly Y.O.U. lessons on Sunday during the church service, but we stay in church for the prayers and announcements at the beginning. We also start each class by lighting our peace candle, and then repeat the weekly affirmation from the International Y.O.U. We have evening "pizza" meetings twice a month to watch a video and talk about business. As president, I also attend the church board meetings and give a report.

Our goals for this year are: 1) to help the church start a Uniteens group; 2) to continue to grow closer; 3) help raise money from recycled cans to send all the Sunday School children to Unity Kids Camp; and 4) send our whole chapter to Conference. One of our goals has already happened--we hosted our region's Leadership Rally last October.

We love our church!



(left to right): Jimmy Turner; Noel Miller, Secretary; Sara Marks, Vice-President; Amber Clark, Treasurer; Arianna Novikoff, President; and Teri Bleser.

Where Are They Now?

a column about former leaders of Y.O.U.

article by Ken Harrison



Michael Tryk, International First Vice-President during the 1973-74 year, remembers fondly his experiences in Y.O.U., but his quest to be involved started much earlier. He and his parents were taking a tour of Unity Village when he was nine years old. It happened to be the week of the annual Y.O.U.

conference. When the tour passed by the old Village Hall formerly located on the Administration Building's third floor, he tried to sneak away and join the teenager's fun. He remembers the Y.O.U. singing joy songs.

Starting as an officer of the old Santa Ana, California, Y.O.U. chapter (the church is now in Tustin, California), Michael also served in various positions on the Southwest Region Y.O.U. board. Getting together for monthly board meetings at Ernest Wilson's downtown Los Angeles Unity Church was a highlight.

It's when Michael started traveling as an officer to other regions that he became more aware of the specialness of being in Y.O.U. He attended rallies in four regions, including the old "Rocky Mountain" region. To this day, he can name, in order, every rally he attended and its location, numbering over thirty. His first rally was at the San Diego-Altadena church in October of 1969. There he met other first-time, 14 year old Y.O.U'ers who would become his life long friends.

For the past eight years he has been involved in a weekly MasterMind group, with some of those same ex-Y.O.U'ers he first met in 1969. Because of his Y.O.U. experiences, Michael has always affirmed that his life to be in order. He has always maintained a prayer consciousness, starting as the head of his local chapter's prayer panel, which grew to 25 members while he was in Y.O.U.

He recalls his most moving Y.O.U. experience. It was the opening at conference during his outgoing year. The officers were standing up on the administration balcony overlooking the conference delegates and the Bridge of Faith. Even though Michael had attended conference three years previously, he hadn't yet remembered the tour incident with his parents until this very moment. Then he realized he had been at Unity before, and he was "home."

Michael is just one semester away from his California teaching credential, and is a substitute teacher for 6th grade classes. He is eagerly looking forward to the day he will have his own classroom. He says he always shares Unity lessons and principles in the school system; "the kids just don't realize it," he says.

Michael would like to hear from any of his Y.O.U. friends. You may contact Michael Tryk at: 1821 Rainbow Drive, Santa Ana, CA 92705; (714) 544-2480.

Many may also remember Michael's mother, Lillian Tryk, who served as Head Female Sponsor at Y.O.U. Conference for eight years in the 70's and 80's. She also served as the Y.O.U. regional coordinator for the Southwest Region. She can be contacted through Michael's address as well.

This article was written by an ex-Y.O.U'er, a former Regional Representative for the Southwest Region. Ken Harrison continues to serve Y.O.U. as sponsor at Unity Christ Church in Carlsbad, California, as well as Head Sponsor at Y.O.U. Conference.

Coming Soon!

New information and resources for the Youth of Unity Video Lending Library.

Some new resources include:

"Who Will Teach The Children?" video and manual

"Counseling Teenagers" video series

- * Counseling Techniques
- * Resolving Problems with Care
- * Twelve Effective Counseling Techniques
- * Crisis Intervention Skills

Look for a detailed description of these and more resources in an upcoming issue of CONTACT

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY



Carolyn Kruhm
Uniteen Coordinator



Yes, You Can Understand Uniteens! Part I: General Characteristics

Adults working with young adolescents often have a difficult time understanding the group with which they are dealing. This is the first in a series designed to help in this understanding. We will address the general characteristics, developmental needs, adult misconceptions, and the learning process of the Uniteen-age student, or young adolescent. But first, the general characteristics.

We are beginning to understand more and more about the young adolescent in our society today. One of the first things we notice is that young adolescents are experiencing things at a younger age than even those preteens of ten years ago. They are interested in the opposite sex, attend dances, and often spend as much money as older teens on clothes, makeup, and music. These are all signs of moving beyond childhood, and they are being experienced at a younger age. Because they have access to activities and

experiences once reserved for older youths, the young adolescent often becomes confused and experiences more of life than they can handle. Often they have not yet developed the cognitive, social, and emotional abilities needed to deal with decisions and situations that confront them.

Puberty marks the time of physical changes which occur in the young adolescent. With the onset of puberty often comes two characteristics known as the "imaginary audience" and the "personal fable."

The imaginary audience is the preoccupation with the feeling of being constantly watched, of being in the spotlight. Some young adolescents love the spotlight and seem to always be "on," while others shy away for fear that "everyone is watching and I'll look dumb."

"The notion of the imaginary audience helps us understand why each hair on the young adolescent's head has to be perfectly in place and why his or her clothes must have the 'right' look, color, and brand label. The phenomenon of the imaginary audience can also help us understand the class clown, the overachieving athlete, the student who has something to say about everything, as well as the young adolescent who is terribly withdrawn and shy" (*Discovering*, St. Mary's Press, Winona, MN; pg. 14).

As adults working with young people, we can learn to respond to their sense of an imaginary audience. Look at the following examples, taken from the *Discovering* program:

Student: Everyone is ignoring me!

Teacher: Don't be silly. You just think they are. They really like you a lot. Maybe they thought you were too busy after school yesterday; that's why they didn't call you.

Student: You don't understand. They do this stuff to me all the time! They knew I wanted to go along. They always know I want to go with them, but they don't care.

In this illustration, the teacher attempts to deny the reality of the imaginary audience, thereby causing the student to doubt the teacher's understanding of the situation. A more helpful approach would be for the teacher to help the young person consciously look at the experience of the imaginary audience. Here is a different way of handling the same situation:

Continued...

Student: Everyone is ignoring me!

Teacher: What makes you feel that way?

Student: Yesterday after school everyone went over to Jeff's house, and they didn't tell me.

Teacher: I can see why that would make you feel hurt.

Student: Yeah.

Teacher: Did everyone go, or just a few people?

Student: Not everyone, just April and Tony.

Teacher: So you think April and Tony are trying to ignore you, right?

Student: I know they are!

Teacher: Okay, but at first you said that everyone was ignoring you, when you really believe it's just Tony and April.

Student: Yeah. See, they knew I was going to be free yesterday. They could have told me where they were going.

Teacher: Are you sure Tony and April knew you were going to be free? Is there a chance they just had some wrong information and didn't mean to hurt you? Have they ever done anything like this to you before?

In this situation, the teacher helps the student to look more closely at the situation, thereby cooling the emotional level and helping the student to respond more calmly and rationally. The teacher can help the young adolescent to test the true size and intensity of his/her imaginary audience.

Young adolescents also develop what has been called a "personal fable," which refers to the imaginary stories they create about themselves. These stories may refer to their individuality, their worth, or their loneliness. They may include the belief in their invulnerability, as in "I won't get pregnant like other girls." Or the stories may include feelings of inferiority, such as "Everyone else is popular, but me," or "Nobody likes me." For the most part, though, the development of a personal fable provides young people with some comfort during times of stress and conflict, and reinforces their sense of value as a special person.

Our understanding of the earlier onset of puberty, the early age at which young people experience "adolescent" situations, the belief in an imaginary audience and a personal fable will help us work with and support young adolescents during this confusing time in their lives.

Tips For Dealing With Physical Differences

1. Instead of sitting in an open circle, let kids hide their bodies by sitting around a table. Since junior-highers are often fidgety, cover the table with butcher paper and pile crayons in the middle, so they can doodle as you teach. Then ask them to talk about their doodles at the end of the meeting.

2. Kids can hide their awkwardness by participating in puppet shows or dramas. Drama with written parts allows boys and girls in all stages of development to try on new attitudes and actions temporarily without risking harsh judgment from their peers.

3. Although young teenagers like to compete, make your contests fun rather than skill-oriented. Avoid one-on-one competitions. Instead, have kids work in teams. This will allow those who feel comfortable about their bodies to help those who feel awkward.

4. Be careful when you form teams. Don't call attention to slow or fast development by using physical characteristics, such as height or shoe size, as criteria. Instead, use color of clothing, choice of candy, or some other non-threatening strategy.

Don't have them choose their own teams. They'll choose the kids they perceive as the smartest, the fastest, and the best. Kids who develop early mentally and physically tend to be picked first, while those who still look and act like children are picked last.

Important Dates For 1991

Executive Committee Meetings	April 14-19
Skills Demonstration Seminar	April 20-26
Pre-Conference	June 4-8
Conference	June 9-14
Licensed Teacher Post-graduate Week	June 22-28
Skills Demonstration Seminar	August 3-9
Y.O.U. Conference (Snow Mountain Ranch)	August 3-9
Adults of Unity Retreat (Unity Village)	August 10-16
Executive Committee Meetings	Sept. 15-18
Board Member Spiritual Retreat/Seminar	Sept. 14-20
Skills Demonstration Seminar (SDS)	Oct. 26-Nov. 1

Regional Conferences

Southwest	Feb. 4-7	Las Vegas, NV
Western	April 8-11	Inn @ Ottercrest, near Newport, OR
South Central	Sept. 8-13	Embassy Suites Hotel, Omaha, NE
Great Lakes	Sept. 22-26	Potawatami Inn, Angola, IN
Eastern	Sept. 29-Oct. 3	Lancaster (PA) Inn & Golf Resort
Southeast	Sept. 30-Oct. 4	Naples (FL) Beach & Golf Club
West Central	Oct. 1-3	Asilomar, Pacific Grove, CA

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ASSOCIATION OF UNITY CHURCHES®
August/September, 1991



THE PRESIDENT'S LETTER



R. Scott Sherman
Unity Temple
San Francisco, California

Commitment or Consecration? The Difference Is Important

I helped to conclude our 1991 Conference on June 14 with a service which dedicated the Longview Professional Building as our new interim home office. However, the most important ideas emphasized then had nothing to do with the building and everything to do with each of us and our ministries.

It is not particularly important to dedicate buildings. It is very important to dedicate (or consecrate) ourselves. This article expresses what I believe are important insights to both enhance the joy of ministry and keep our lives in perspective.

Dr. Robert Solomon, University of Texas professor of philosophy, has written a remarkable book about loving relationships entitled *About Love*. He makes a point that stopped my reading abruptly: Commitment is not a key aspect of a loving relationship, but a by-product of the devotion that the couple shares and experiences.

My mind flashed to the countless times I have heard (or insisted) that it is commitment that produces the results in our lives. How many times have I quoted

Goethe's words, "...when one is committed, Providence moves too"? How many times have church growth consultants or national fund raisers praised commitment as the ultimate motivating force for ministers, boards, and congregations? And how many times have I abused myself and others by using commitment as a lever to try to get my way when resistance (sometimes my own) arose to block a pet project or perceived need?

It has been my experience that all too often we create a vision of what can be out of ego-based or popular desires of what we should have or do, and then commit ourselves to whatever steps are necessary to achieve this errant vision. But let's look again. Is more better? Or will we become like Thoreau's neighbor who "carries his barn upon his back..."? Some of the ministers (and friends) whom I respect the most, continually ask inwardly, "How can I simplify my vision, my work, and my life?"

Earlier this year I conducted several VisionQuest retreats for individuals who wanted to look more deeply at their lives and their hearts' desires--in short, their consecrations. Consecration is what we "hold as sacred" or precious in our lives; our own "pearls of great price." In every case we found that excessive complexity obscured the "pearl" from both their vision and their reach. Competent ministers had become caught up in building congregations and lost touch with their spiritual cores.

To state the problem is not enough. Where do we look for answers? Thoreau went to Walden Pond to "simplify, simplify, simplify." He sought living on purpose; living consciously so that each day was a reflection of his consecration. Yes, he returned from the pond, but he was changed. We may argue that the world he returned to was a much simpler world than ours today, but that begs the question. We surely can look into our own hearts (perhaps with the help of a colleague) to find what is precious there and make these awarenesses central in

our lives. We can begin our projects from a place of inner acknowledgment and consecration. We can pause often to recenter in the midst of our daily tasks. Currently members of the Unity Movement Advisory Council, Association Board, its Executive Committee, the Spiritual Renewal Committee and others begin their sessions only after allowing time for personal, open-hearted sharing and prayer with one another.

It seems a bit ludicrous to devote my first written message to you as president to encourage setting inner work as a first priority! However, I know how easy it is to assume that we have done this preparation "before." Or to further assume that the methods and approaches of other successful individuals must be our own. We then adopt them like ill-fitting shoes and wonder at the pain as we try to move forward.

Please avoid this trap! There is no "right way" to live, love, or minister. But there are unique ways that are right for you. There is a resource that awaits your daily (momently) requests for guidance. Didn't Charles Fillmore say something like, "In the midst of all this babel, I will go to headquarters"? That is still the most certain approach to guiding our lives, our relationships and our ministries.

What makes your heart sing? What inspires you today? What urges you toward tomorrow? What encourages you to persevere? That is your consecration!

The Spiritual Resources Committee reminds you that "Addiction and Recovery Resource Packet" is available upon request. The packet contains a guidesheet for recognizing people with addictive behavior, a bibliography of helpful resources, and a list of Unity ministers to contact. Order the packet through the Association office.

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Fifty-year-old Baby Boomers and Ministry in the 1990's

As of August 1, 1991, there are only 3,073 more days to go in the 1990's. However, the inevitability of change--"rapid-fire" change may make it seem more like eight years and five months. (Or maybe like 80 years.)

Much in life contrives to create change: technology, population growth, population "age" shifts, climate, special interest groups, and "St. Madison Avenue," as a start to the interminable list.

An example of population "age" shifts both "affecting" and "effecting" global change are the baby boomers, the first of whom become 50 in 1996. Those between 35 and 54 were 21 percent of U.S. population in 1980. Just 20 years later, at 2000, this age group will be over 30 percent.

We in religious and other not-for-profits can learn from the mounting effects baby boomers are having on business. In an effort to create a "Deceny

Decade" during the 1990's Mr. and Mrs. Middleager (new traditionalist, a fictional creation of Good Housekeeping a couple of years ago) demand that manufacturers and retailers respond to their desires for an improved quality of life. Everything from diapers to food to automobiles undergo close scrutiny. What is being sought? Quality, safety, and integrity. Specifically, manufacturers must provide real quality in their products; products must be safe to the environment, and what is produced and sold must be backed by a highly visible integrity of the producer.

Ministers and other not-for-profit managers can rest assured the quality control issues of Mr. and Mrs. Middleager follow right into their religious and philanthropic inclinations as well.

They want quality in what they learn; they want answers to the three basic questions: 1) What is it? 2) How does it work? and 3) How can I use it in my life?

It appears that the complex learning capacities of humankind are being honed to a very fine edge. Mr. and Mrs. Middleager require use of their whole brain for integrating knowledge, whether secular or religious. They seem to say, "challenge me to think, and support me while I feel. Teach me through all media: use written and spoken words, let me answer and ask questions, show me pictures, use teaching games and simulations (experiential educational activities or "exedacs"), stimulate my imagination, empower my faith, and as my children said when they were small, 'Let me do it; I want to do it myself.' "

Regarding religious education classes, the proliferation of support groups in recent years provides further insight. Even classes can be run as educational support groups. For example, one might have a *Lessons In Truth* class run similarly to a support group. Clearly the same minister may need two *Lessons in Truth* classes; the second almost com-

pletely lecture style with audio visual aids.

Mr. and Mrs. Middleager, a/k/a Mr. and Mrs. Baby Boomer, a/k/a "new traditionalists" do not just exercise their moral scrutiny on business public relations campaigns, such as the Uptown cigarette, by R. J. Reynolds. This moral scrutiny measures everything in its domain, (and by definition everything is in its domain). This means educational and religious institutions and government bureaus, and all who provide service as well as products, need to be fully prepared. This doesn't mean using the same techniques that worked in the last century, the last decade, the last year, or even yesterday. The Truth message is eternal, and the techniques for teaching it seem to work best for me when I'm eternally evolving ways to teach that meet a great diversity of learning styles.

What an exciting decade that is and will continue to be! And just think, only 3,073 more days to go.

Volume 24, Issue 5 August/September, 1991 CONTACT STAFF

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EDITORIAL PURPOSE

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

Cover:

Unity Church of Truth
Tustin, CA
Minister: Jeannette Hedge

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



Barbara O'Hearne
Church Development and
Management Consultant

An Update on Church Development and Management Consulting Services

In order to serve the ministers, board members, staff, and volunteers more effectively, a copy of the new brochure describing the services I provide is printed below. If you would like additional copies of the brochure, please contact me by telephone, FAX or letter. (This information is included on the next page.)

The purpose of the management consulting services is to "support and complement the spiritual growth and development of the ministry." In order to achieve this purpose I work with churches and centers along a continuum of effectiveness and efficiency. This includes churches that are doing extraordinarily well in many areas and want to continue along this path, as well as those churches at the opposite end of the continuum who are in need of immediate assistance in many areas. Each ministry will be given high-quality professional services tailored to fit their individual needs.

I hope the information will assist you in understanding my services that are available to ALL ministries. It is a pleasure to work with you!

Church Development and Management Consulting Services

Purpose Statement:

The Church Development/Management Consulting Services provides Unity ministers, boards of directors, and key volunteers with state-of-the-art management tools and techniques which support and complement the spiritual growth and development of the ministry.

Thinking About...

bringing the leaders of your ministry together for a time of prayer, learning, discussing, planning and renewing commitment?

implementing new ideas for more balance in the administrative and spiritual aspects of your ministry?

getting committees to work more effectively and enthusiastically?

clarifying the mission, developing a vision for your ministry, and setting goals to actualize the vision?

improving and enjoying your relationship with the board and volunteers?

A Sampling of Topics:

- ✦ Minister/Board Relationship
- ✦ Team Building
- ✦ Assessing Board Effectiveness
- ✦ Roles and Responsibilities of the Board of Directors
- ✦ Operations of the Board
- ✦ Recruiting and Orienting Board Members
- ✦ Organizing Committees for Effectiveness
- ✦ Developing a Strategic Plan (Mission/Vision/Goal/Implementation Plans)

Continued...

One Month In Advance:

Minister mails copies of meeting minutes, financial statement for the past 12 months; the current budget; planning summaries; the bylaws; two or three newsletters and Sunday bulletins; and any additional information that will tell the consultant about the ministry.

A final confirmation letter, along with a training packet, will be mailed to the minister for review and copying.

Board members complete the Board Assessment Questionnaire provided by the consultant.

The Day of the Workshop or Retreat:

Anticipate a day of prayer, sharing, discussion, brainstorming, planning, and even fun!

Be open, receptive, willing to participate, listen, and learn.

When planning for a Minister/Board Workshop. . .

- there is a consensus decision by the minister and members of the board of directors recorded as a motion/vote in the meeting minutes.
- all board members, staff, and key volunteers agree to attend.
- several alternative dates are selected.
- contact Barbara O'Hearne to schedule a date. She can be reached by:

telephone	=	816-531-3353
FAX	=	816-753-8200
letter	=	4311 Rockhill Road
		Kansas City, MO 64110
- upon selection of a date, the minister and board president discuss with the consultant the workshop or retreat format and the tentative agenda.
- schedule the workshop in a comfortable meeting room with tables and chairs. The consultant will need a large flipchart on a sturdy easel, an overhead projector (with an extra bulb) and a screen.
- provide snacks and appropriate meals.
- provide books and articles on church growth and administration, nonprofit management, board development, organizational development, and strategic planning. (The consultant will make available upon request.)

Cancellation Policy:

All workshops or retreats cancelled 30 days prior to the agreed-upon date will be charged for the cost of the consultant's non-refundable airline ticket.

Church Development & Management Consulting Services

Association of Unity Churches®

P.O. Box 610

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Professional fees and expenses borne by the Association of Unity Churches

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

Awards Presented

Congratulations to Carol Record, minister of Unity Church of Tarrant County in Hurst, Texas, for winning our first Voice of Unity award for excellence and impact in broadcast advertising.

This ministry received an award of \$1,500 cash from the Association of Unity churches for the impact being made in their community. This award and monetary gift will be presented each June. You will receive your application again in March, 1992, for next June's award.



Carol Record (left), winner of the Voice of Unity Award; Carolyn Craft (right), Radio/Media Coordinator



Pictured left to right: Ken Murdock, representative for the Sunbelt Ministries; Jim Schrotel, Unity Pyramid-Chapel of Light; Carol Record, winner of the Voice of Unity Award; Mr. John Templeton; and Carolyn Crane, representative for the Emerald Coast Unity Ministries.

Congratulations also to: Unity Pyramid-Chapel of Light, Santa Maria, California--Jim Schrotel; Unity Church of Dallas, Dallas, Texas--Donald and Dorothy Curtis; Emerald Coast Unity Ministries--Unity Christ Church of Truth, Mobile, Alabama, Carolyn Crane; Unity on the Eastern Shore, Daphne, Alabama, Ted Turner; and Unity of Gulf Breeze, Florida, Leona Stefanko; and Sunbelt Ministries--Unity Church of

Christianity, Fort Myers, Florida, Ken Murdock; Unity of Naples, Jack Kern; Unity Center of Positive Living, Bonita Springs, Barbara and Stanley Smith; and Unity Church of Peace, Port Charlotte, Angie Parnell. Each will receive \$5,000 from the Templeton Radio Grant Fund for their radio broadcast outreach. The next two \$5,000 grants will be awarded in January, 1992. Be on the watch for your application in October's mail.

Three NEW Radio Campaigns are now ready:

1. "Coming Home"

Four sixty-second radio spots produced by The Reverend Michael Moran with actual interviews of people reflecting on what Unity means to each.

2. "A Moment in Time"

Six sixty-second radio messages plus a musical bed for you to insert your own individual writing. The jingle bed is very upbeat. . .excellent for introducing Unity's joy and empowerment.

3. "Learn More About Unity"

Five sixty-second radio spots appealing to the "unchurched"--meeting them where they are in life. Each spot is written from an individual reflective point of view with an "Amen" at the end, revealing the message as a prayer.

You will be receiving a sample cassette of the new campaigns as well as samples of current campaigns available.

The Radio/Media Department now has over 100 sixty-second scripts and 50 have been transcribed in Spanish.



Joann Landreth
Expansion Coordinator

Church Growth

The Reverend Jim Schrotel, who in his church identifies himself as Pastor Jim, pioneered Unity Center of Practical Christianity in Tyler, Texas, and brought this church to full-time affiliation with the Association of Unity Churches. He served this ministry for over six years, two of which were by commuting from Unity Village while he was in the two-year Ministerial Education Program. Following graduation and ordination, Pastor Jim accepted the appointment of minister to Unity of Santa Maria in Santa Maria, California, where he has now served for over one year. Pastor Jim has some insightful information to share from his own practical experience on growth and expansion of a church.

This article on starting a church is written from two entirely different perspectives. The first comes from having pioneered a church from its beginning with only four people who met in a Rodeway Inn. The second perspective comes from experiences gained by taking over an existing ministry where we dealt with the passing of the founding spiritual leader and the subsequent rapid turnover of the ministers who followed her. (None of whom stayed longer than six months.)

In both instances the initial imperative was regular and persistent prayer--meditative activity on the part of the

minister individually and the congregation and its leadership collectively. Following along with prayer and meditation came strategic planning. It is so important that whoever is starting a church or study group understand the basic elements of strategic planning. I have experienced starting a church "by the seat of the pants" without this understanding, and it almost always guarantees a dysfunctional church at some point.

Time should be taken carefully and painstakingly to construct the mission, vision, environment (demographics), purpose, goals, and objectives of the new group at its onset. This would naturally include interaction with the Association of Unity Churches, Incorporation By-laws, Board of Director Development and Policies. In my experience many well-meaning individuals without this proper training pioneer successful start-up groups on the strength of their spiritual conviction alone. Some experience initial triumphs which are exceptional in nature, and people flock to them on the strength of their enthusiastic message. When the reality of administering a church that involves increased numbers of people with divergent perspectives catches up to them, they are often over their head. The opportunity to build effective ministry may have escaped them for the moment.

There is a great need for some form of orientation training for church pioneers or start-up facilitators who will cover the areas outlined above. (Given the proper training, these leaders would establish a greater percentage of sharing groups that last.)

As part of the strategic planning process a careful consideration of the demographics of the area where the group begins is a must. Some locations are obviously sure bets for expansion. Statistics gleaned from local Chambers of Commerce, government (census) data, marketing departments of local colleges, and libraries are just a few of the possible sources. Why go into an area with a complex and shifting ethnic base and eroding business climate when there are dozens of areas bustling with opportunity and rapidly burgeoning population and economic growth pleading to be

served. These areas are worth the time to identify and target.

Following the strategic planning process should come the people planning process. What has been tried successfully in some ministries is a "Gifts Differing" program designed to identify and empower individuals to become vital cogs in the team ministry. Individual "Gifts Differing" one-on-one meetings need to be scheduled between each member of the congregation and the minister. The objective of these meetings is to discover those areas where the personal objectives of the individual and the objectives of the church coincide. In more than fifty percent of these meetings, new and effective church volunteers were a result. The net effect was a growing awareness of team ministry and a congregation of "priests." Position nametags obtained from the Association of Unity Churches are small, but effective, reward/motivators for the individuals involved in this process.

With a high percentage of the congregation as volunteers rowing in the same direction as the minister, the time is ripe to begin building church consensus. A valuable tool in doing this is the individual credo process applied to church growth. After facilitating several seminars, where this was done, I know it works. An interesting by-product is the identifying of those congregant's credos diametrically opposed to the minister's. Here is where unstructured pioneering meets its most severe task. These opposing credos given enough power or play on the board can dysfunction a church. However, if successfully expected and properly handled, such persons can be a source of wonderful individual expression and diversity in the church.

The important point is to realize and accept the credo differences and deal with them as an opportunity to dialogue for the good of the church rather than to distribute dysfunction and divide the congregation. When the spiritual leader and the congregation resonate together, miracles occur and lives are transformed.

Almost always, a change in prosperity consciousness is necessary at regular

See GROWTH on page 9



Friendship Sunday September 15, 1991



This special day will be a celebration of love and friendship of humankind together as hundreds of our churches and thousands of their members the world over join in consciousness to celebrate friendship, we are reminded of how our lives are blessed by friends. We also recognize "Unity in the community" as Unity churches are places "where friends meet."

We affirm:

"Friends united in Christ love will last forever. We are friends in Christ."

The scripture for Friendship Sunday '91 is:

A friend loves at all times.

Prov. 17:17

Please contact the Meeting Planner/Support Service Department, Debby Henry (Ext. 329) if you have any questions or need ideas to promote Friendship Sunday '91. Our 1989 and 1990 Friendship Sundays were great successes. The number of churches participating has increased fifty percent. Many have reported increased attendance due solely to this celebration of Friendship.

Below is an order form for the new Friendship Sunday promotional items which are available through the Association of Unity Churches.

ORDER FORM

ORDER # _____ DATE _____ ACCOUNT # _____

SHIP TO: _____

☐ Payment Enclosed \$

☐ Bill

ADDRESS: _____

CITY _____ STATE/PROVINCE _____

BILL TO (if different) _____

COUNTRY _____ MAILING CODE _____

PREFERRED METHOD OF SHIPMENT:

☐ UPS

☐ Next Day

☐ 2nd Day

☐ 1st Class

☐ Overseas Air

☐ Overseas Surface

Catalog Number	Description	Qty	Unit Price	Total Price
2737	Banners-royal blue & metallic gold 3' X 8'	_____	\$45.00	_____
2738	Posters-blue & white w/photos of friends	_____	1.00	_____
2739	Folders-blue & white w/photos of friends	_____	1.00	_____
2740	Bulletin covers-blue & white w/photos of friends (50/set)	_____	7.50 set	_____
2741/2742	Letterhead/envelope-blue & white (50/set)	_____	5.00 set	_____
2743	Coffee mug-blue & metallic gold	_____	3.50	_____
2744	Heart awards-clear acrylic w/scripture embedded	_____	27.00	_____

Postage: _____

Total: _____

Make check payable to: Association of Unity Churches
or charge to your church account

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

Effective 6/91



Shay St. John
Director of Development

Our Capital Campaign in Process

Committee meetings this June provided many exciting areas of growth ahead. Mike Matoin, our Capital Campaign Chairperson, and Joan Corbin requested the opportunity to share their overview of our Development Department work. Both Mae and I celebrate the dedication and vision of our Capital Campaign and our new Resource Development Committee.

As Truth students we know the power of speaking the word, but I think many of us were surprised with the speed at which our decision to be open to an interim facility manifested itself. At our committee meetings in January, Edwene Gaines, with her wonderful prosperity consciousness, decreed that our building was already established in Spirit and was coming forth quickly in manifestation.

By the time you read this article es-crow will be closed and the inner construction of the office space underway. With the completion of this facility our Association staff will have the necessary room to spread out and breathe which will dramatically increase their effectiveness. In the present facility 26 people are crammed into 4,783 square feet of office space. As our committees walked through the office in January all of us were appalled at how crowded they were and amazed that staff could function. The Longview Interim Facility will pro-

vide 7,400 square feet of office space and 2,000 square feet for shipping.

The Capital Campaign Committee has certainly not lost sight of our goal of a permanent world headquarters. Unity School has graciously granted us an extension of time in which to complete our building on the property they've given us. We now have until the year 2000. Although both the committee members and the Board felt that we'd be able to complete this process long before 2000.

At least forty percent of the expenses for running the Development Department on a daily basis are paid for by a grant from the Templeton Foundation. This \$92,000 a year grant cannot be used for the building in any way. It was given for the specific purpose of building a strong department which will be able to generate a large number of generous contributors not only for buildings, but to support more services the Association can provide to the field ministries.

At our meetings this June we reassessed our purpose as a committee and carefully considered--as did the Budget and Finance Committee--the expenses of the Development Department.

Some of you have expressed concerns regarding the amount of money spent on travel. After examining this we are comfortable that, while it does seem like a large expense, it is reasonable and necessary to fulfill the purpose for which the Development Office was established. Trips are carefully planned to allow Shay St. John, our Director of Development, to visit several churches and/or major contributors on each trip.

Another area of concern was the use of Phyllis Allen as a consultant and the expense of her fees. Phyllis is a professional fund raiser with over 25 years experience. She receives \$1,000 or more per day from her regular clients. As a dedicated Unity student she chooses to charge the Association only \$600 a day. Shay is doing a remarkable job as our Director, but we're satisfied that she does need an outside resource person to act as a sounding board and to help her make the best presentations possible.

Carole Lambert brought her expertise to our Association in January and then left us in April. This was by mutual agreement and we bless her in her new work in the Phoenix area. The position of

Assistant Director of Development is now open and we know the perfect person is this moment in the process of being selected.

Raising funds for the Longview Interim Facility and the construction of our permanent world headquarters is a very major part of the work being done; however, the Development Office is also available to individual ministries to help create development teams in individual churches. If you're in the process of or about to start a building campaign, Shay is available to come to your center and help you lay a solid foundation for your work.

This is an exciting time for our Association as we move forward, expand our vision, and take our place among the church associations of the world.

Mike Matoin, Chairperson
Joan, Corbin, Member
Capital Campaign Committee

Growth

Cont'd from page 7

intervals. One church suffering from the load of a \$340,000 building note with huge monthly payments turned their prosperity consciousness around by simply having their land appraised. It was worth \$802,000. Hearing this the people changed their consciousness from one of lack to one of abundance. New perspectives are required to stimulate the initial vision. After a couple of years, the experts are needed. Don't be afraid to call them in.

Finally I would suggest an annual review of all of the areas mentioned in this article in the order of their importance.

1. Prayer and meditation
2. Strategic planning (demographics included)
3. People planning ("Gifts Differing")
4. Credo Alignment
5. Prosperity Consciousness Change
6. Annual review

Decide what has been accomplished and what hasn't. Reset the sails. Repeat the process. Evolution is often revolution, but not in its most extreme sense. Steady, careful progress is often the preferred way. Blessings.



Martha Loehr
Associate Director/
Dir. of Institutional Advancement

What Do Followers Expect From Leaders? Part IV

Previous articles in this series addressed the attributes that followers found most important in their leaders. The categories of attributes that were addressed were honesty, competence, vision, inspiration, and self-knowledge. Taken together, these add up to CREDIBILITY. When evaluating information, credibility is the key factor as to whether it is accepted or rejected. Both the source and content are evaluated. Likewise, in assessing leaders, followers look for credibility. Credibility truly is the foundation of leadership. It's that upon which the leader builds support for his/her dream, and without it there is no foundation upon which to build. The combination of leadership characteristics, meshed together as credibility is what causes us to admire and trust our careers to this person or that organization. More than anything, followers want leaders to be credible--to be able to believe in them, to know they can be trusted, will

do what they say, and have the knowledge and skill to lead (Kouzes, p. 22).

So, how can credibility be built? In their audiobook, *What Followers Expect From Leaders*, Kouzes and Posner state that it is earned through action. The proposed action steps comprise the balance of this article.

CHALLENGE THE PROCESS means to question the status quo; whether the established method is the right one. Will something else work better? This is sometimes referred to as "possibility thinking." According to *The Leadership Challenge*, leaders are pioneers whose primary contribution is recognizing and supporting good ideas, and being willing to challenge the system to get new products, processes, and services (p. 8). This does not mean they always succeed. However, they view failure as a learning opportunity rather than an end of the world.

INSPIRING A SHARED VISION is breathing life into the hopes and dreams of others and enabling them to see the exciting possibilities that the future holds. This passion helps leaders see possibilities and enlist others in the dream.

ENABLING OTHERS TO ACT is essential, since leaders cannot achieve success on their own. They must have the support of competent followers. They enlist the support and assistance of those who must make the project work. Many management theorists take the view that in order to be promoted, one must train one's replacement. The leader cannot personally perform all the tasks, and subordinates can, if so inclined, render unworkable the clearest of visions. The effective leader builds teams and empowers others.

MODEL THE WAY, that is practicing what one preaches. In so doing, the leader earns respect. Being a role model requires a clear understanding of the behaviors one is projecting and how they

impact others. This understanding makes behavior changes possible that project what is desired.

ENCOURAGE THE HEART by celebrating milestones, recognition, and showing appreciation to followers as well as encouraging oneself. According to Kouzes, "love of their products, their people, their customers, their work--this may just be the best-kept secret of exemplary leadership" (p. 13). By genuinely expressing this love to followers, leaders receive support and encouragement in return. The level of genuineness of the encouragement makes it effective or not. Insincere recognition or praise is worse than none.

These practical ways of building credibility indicate that leadership can be learned. Though it certainly is not for everyone. Many would rather not take the risks, not be on display, not continually view everything from the larger picture, and not be responsible for the overall success or failure of a project or organization. Yet for those desiring this adventure, the skill can be learned, and plenty of opportunity exists for genuine leaders.

So why doesn't it always work? We do all we thought were the right things, we follow the books, and still end up with questionable results--at least to us. That's the subject of the next article--the stumbling blocks to effective leadership.

Resources:

Kouzes, James M. and Barry Z. Posner.
The Leadership Challenge, How to Get Extraordinary Things Done in Organizations. San Francisco: Jossey-Bass Inc., 1987.

Kouzes, James M. and Barry Z. Posner.
What Followers Expect From Leaders. San Francisco: Jossey-Bass Inc., 1988.

PARTNERS IN MINISTRY *a network of spouses of ministers*



Al Sears

Judgment

Judgment is one of the more important issues we face as a partner in ministry. Because we are in the background, so to speak, we have the opportunity to do a lot of observing and this often leads to judgment and/or condemnation.

Jesus said, "Judge not, that you be not judged. For with the judgment you pronounce you will be judged, and the measure you give will be the measure you get" (Matthew 7:1-2).

What a powerful lesson this has been for me. Particularly the part, for with the judgment you pronounce you will be judged. I had to learn the hard way that in judging others I was judging myself.

Let me share some thoughts with you from John Sanford's book, *The Kingdom Within*.

Jesus does not mean that we should not evaluate others. Anyone who seeks to make a friend, who must employ someone else or work for someone else, must evaluate other people. Judgment is different from evaluating because judgment is final. When we judge someone, we have subjected them to a blanket condemnation. We have assumed a god-like role because in judging them we claim to know the meaning and moral consequences of their life. In so doing, we violate their individuality.

Evaluating another person can rest upon an objective appraisal of another person's character or personality. Judging another person rests upon our own

unconsciousness, and this is why Jesus condemns it. Because judgment is finalistic, the element of projection always occurs. It is because we see in the other person what we hate in ourselves that our judgment is such an unconscious act.

This is way our judgment of others always returns to us, since in judging them we are, in effect, judging ourselves. The total rejection involved in judgment is based ultimately upon a rejection of something in ourselves of which we are unconscious. If we judge others, it is because of something in ourselves of which we are unaware. The judgment then returns to us, in the form of a con-

demnation of consciousness on the part of the unconscious. This is "because the judgments you give are the judgments you will get, and the amount you measure out is the amount you will be given" (Matthew 7:1-2, The Jerusalem Bible).

It is not a matter of God's keeping records of what we do and giving us back tit for tat; it is a spiritual law. Just as we will surely become ill if we take poison into our body, so we will surely incur inner judgment if we stand in judgment on others.

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

Sparkplugs

Talk Topics and Sermon Starters from Unity publications

This month:

On Wings of Truth--The Unity Way to Health, Prosperity, & Love, a one-hour videocassette available in VHS or Beta II.

Probably the most useful and informative tool a Unity church or center can have in its lending library is a good teaching video. *On Wings of Truth--The Unity Way to Health, Prosperity, & Love* is a good teaching video! It is now available at such a fantastic price that you will want to get several copies for your church and for yourself.

On Wings of Truth was originally priced at \$79.95. A limited quantity is now available at just \$19.95.

Produced for Unity's centennial, *On Wings of Truth--The Unity Way to Health, Prosperity, & Love* is acclaimed as the informative video about Unity's teachings. The purpose of the video is twofold: to acquaint people with Unity as an organization and with Truth as a way of life.

The introductory portion of the video features Charles Fillmore, Connie Fillmore, and John A. V. Strickland, who give brief summaries of Unity's history and Unity School of Christianity's current operation.

The major portion of the video presents five well-known Unity ministers discussing Unity's teachings. In a relaxed setting, Eric Butterworth, Dorothy Pier-

son, James Dillet Freeman, Jim Rosemergy, and Sharon Poindexter answer questions about prayer, meditation, healing, and prosperity. They also discuss Unity's views about divorce and right relationships. The entire program is presented in easy-to-understand language appropriate for anyone new to metaphysics. The ministers apply Truth ideas to real-life situations.

New members and visitors want to know more about Unity, and they will appreciate borrowing *On Wings of Truth* to watch and learn in the privacy of their homes. And when your present church members watch, they will become more knowledgeable about Unity teachings and therefore better equipped to answer questions and to share Truth with others.

Several copies of this video belong in your church lending library as well as in your personal library. Now the time and price are right!

On Wings of Truth--The Unity Way to Health, Prosperity, & Love can be purchased through the Sales Department of Unity School of Christianity, Unity Village, MO 64065. To order by telephone, call: (816) 251-3571.

FINANCIAL STATEMENT

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

Through faith in God and unity in Unity, we lovingly create our new home for our Association of Unity Churches and expand the future of our Unity movement.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations One Month Ended April 30, 1991

	April	Year to Date	Building/Development	
			April	April '89 - April '91
INCOME-OPERATIONS				
Love Offerings	\$ 116,687.37	116,687.37	16,975.00	580,537.00
Other Income	2,549.98	2,549.98	242.00	17,978.00
	<u>\$ 119,237.35</u>	<u>119,237.35</u>	<u>17,217.00</u>	<u>598,515.00</u>
Less: Tithe Transfer	12,834.84	12,834.84		
	<u>106,402.51</u>	<u>106,402.51</u>	17,217.00	598,515.00
Gross Profit Material	3,625.99	3,625.99		
Total Income	<u>\$ 110,028.50</u>	<u>110,028.50</u>	<u>17,217.00</u>	<u>598,515.00</u>
EXPENSE-OPERATIONS	<u>\$ 81,956.28</u>	<u>81,956.28</u>		
Development			9,393.00	245,123.00
Building			<u>850.00</u>	<u>13,437.00</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ 28,072.22</u>	<u>\$ 28,072.22</u>	<u>\$ 6,974.00</u>	<u>\$339,955.00</u>

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

Month of March: \$7,771.45

Year to Date: \$96,670.78



HEADQUARTERS

HIGHLIGHTS

News for the Field from our Association of Unity Churches
P.O. Box 610, Lee's Summit, Mo. 64063 (816) 524-7414

VOL. 1, NO. 2
AUGUST/SEPTEMBER 1991
PRICELESS TRUTH FOR ALL

25 Years of Service to our Field Ministries
The Rev. Glenn R. Mosley, Ph.D, Executive Director
The Rev. R. Scott Sherman, President

June Conference Honors Light of God Expressing Award Recipients

by Judy C. Smith

The Association of Unity Churches celebrated twenty-five years of service to field ministries at the 1991 Conference held at Unity Village, between June 9 and June 14. The theme for this year's conference was "Living The Vision: Points Along The Path." A tradition of special recognition was established in 1984 and is now included as part of the conference festivities. The Light of God Expressing Award is given each year to recognize those individuals who have made significant contributions for the advancement of humankind. Three recipients were chosen to receive The Light of God Expressing Award for the 1991 conference: **Ruth Warrick**, **Charles R. Fillmore**, and **Louis E. Meyer**.



Ruth Warrick is well-known for her portrayal of the personality, Phoebe Tyler, on the daytime television drama "All My Children." Ms. Warrick received her Light Of God Expressing Award on Tuesday evening just prior to her keynote presentation. She is being recognized for her support of *glasnost* in the Soviet Union, for her

accomplishments toward establishing world peace and for her work promoting environmental healing. It was a dramatic evening for all gathered in the Activities Center as Ms. Warrick received her award. While holding the award close, Ms. Warrick explained that being an actress, she has been nominated

for various professional awards. Lifting the award high over her head she exclaimed, "I would rather have this than all of the others put together!" She dedicated the award to her Unity work as she spoke of her vision and life direction.

Ms. Warrick is a licensed Unity teacher and teaches classes at the Unity Center in New York under the direction of Eric Butterworth. She takes her Unity work quite seriously and has shortened the hours in her television work to spend more time in the study of Truth, and in promoting Unity's message throughout the world.

A focus for the outworking of Truth in Ms. Warrick's life is the peace which comes from affirming the equality of all persons everywhere as children of God. Ms. Warrick has been named a United Nations representative for mental health for the aging. Ms. Warrick said that she does not like the term "aging" and intends to change it for one that is more appropriate. Another focus in her vision is to pass the Unity word along, not only to the students who attend her classes, but literally to pass the Unity message to all parts of the world.

Ms. Warrick is active in environmental efforts "to honor and to protect our mother earth." She said, "We must not be timid in our demonstration of believing in Spirit to guide us. We must let our light shine as a Unity movement and let that light shine into the whole world." Finally, Ms. Warrick concluded by saying, "I thank you for bestowing this blessing on me tonight and I especially thank Unity for my mission in life."

On Thursday night a banquet and celebration was held at the Adam's Mark Hotel in Kansas City. It was a beautiful

Continued. . .

CONNECTIONS WITH OUR GROWING FIELD MINISTRIES...

THIS IS YOUR SPACE. SEND US INFORMATION TO INCLUDE IN OUR FUTURE ISSUES.

Possible suggestions for topics to share:

.....DEDICATIONS, ANNIVERSARIES

.....CAPITAL CAMPAIGNS, BUILDINGS

.....SPECIAL CELEBRATIONS, OVERCOMINGS

.....UNIQUE IDEAS

evening as guests moved to and fro in the elegantly appointed room where tables were adorned with glittering stars, dancing balloons tethered by shiny metallic ribbons, and roses. It was a beautiful evening to be together to celebrate two individuals whose contributions have meant so much to our world, to our Unity movement, and to our individual lives. Light of God Expressing Awards were presented at the banquet to Charles R. Fillmore and Louis E. Meyer.



Charles R. Fillmore received the Light of God Expressing Award for his vision, courage, and integrity in leading Unity into the great movement that it is today. The highlights of Mr. Fillmore's accomplishments which the award is honoring are in the areas of education, print media, and Unity's retreat program.

Mr. Fillmore was appointed Vice-President of Unity School of Christianity in 1963, and in 1972 he was elected President. Currently Mr. Fillmore is serving as Chairman of the Board of Trustees, Unity School of Christianity. He is past chairman of the American Red Cross.

Mr. Fillmore is a naturalist which is reflected in the beauty of Unity Village--the buildings and the lovely rolling grounds with its abundant small wildlife. He is active in conservation, civic and service organizations, all of which promote a better experience of life for all people.

Charles R. Fillmore is a warm and wonderful individual who has earned the reputation of being a humorist and a storyteller. Mr. Fillmore, holding his award, said, "I do deeply appreciate this great honor. I have been very, very conscious of what is going on in our great movement and my concern is for the strength of the field." Mr. Fillmore said there was a time when he could name every minister, their family members and when he knew every ministry which they served; but Unity has grown to serve many more ministries since those days. "This award will have an honored place among my mementos," said Mr. Fillmore, "God bless you everyone."



The Light of God Expressing Award was then presented to **Louis E. Meyer**. Reverend Meyer, or "L.E." as he is called by his close friends, is a Unity minister who has served Unity ministries for fifty years. Currently, he and his wife, Ethel, are retired and living in Winter Park, Florida. Reverend Meyer was recognized for significant contributions in radio, writing, and

promotion of church growth and expansion as Unity grew world wide. He has written numerous pamphlets and articles and has led successful ministries across the country. Reverend Meyer has impacted many lives since coming to the Society of Silent Unity in 1927. He and Ethel were married by Charles and Myrtle Fillmore in 1929. Reverend Meyer was President of The Unity Minister's Association in 1937, and in 1938 he began twenty-seven years of service as minister of Practical Christianity at Unity Village. The Unity Temple on the Plaza was built under his leadership. He was made chaplain of Unity School of Christianity in 1966.

Receiving the award, Reverend Meyer said, "I want to give thanks for the beautiful expression that you have given this evening. There are so many, many things I should like to share with you." Reverend Meyer shared a conversation with Charles Fillmore who told him, "Remember us (Charles and Myrtle) only so far as we follow Jesus Christ." Reverend Meyer continued, "He gave the definition of the Unity teachings--and they are the teachings that Jesus Christ set forth. We believe that the strength and the power of Unity has grown forward with the people who have adhered to these teachings and to the study of the Bible."

Reverend Meyer, expressing the attitude which has won him the love of everyone who has come to know him, said, "Friends, I have so much in my heart that I would like to say to you, but I think it will be sufficient to let you know that I love you. We bless you in the name of Jesus Christ. May love be with you constantly and always. Everyone present here also shares this award given to me. I think that very Spirit is in you too, and this award belongs to you as much as to me. God bless you friends."

The presentation of The Light of God Expressing Award is an important and exciting part of the conference activities. Just as Truth is greater than the language we use to describe it, so too does the Light Of God Expressing Award mean more than its ornamental appearance. It symbolizes that which is within an individual, that which reaches beyond itself and sees a vision of beauty, peace, and harmony for all humankind.

This year we celebrate and recognize these three individuals who have toppled conventional expectations and interpretations by seeking to live a greater truth each and every day. By our recognition of their contributions to living the Jesus Christ teachings, our own life suddenly releases some of its yet un-lived splendor, and we are powerfully drawn through inspiration to enlarge our own realities and to grow in our understanding and manifesting of universal Truth as taught by Jesus Christ.

MOVING INTO OUR NEW HOME!

Closure is complete. Construction crews are on site. Our staff awaits confirmation of an official moving date. What an exciting time in our Association of Unity Churches! YOU have made this dream a reality.

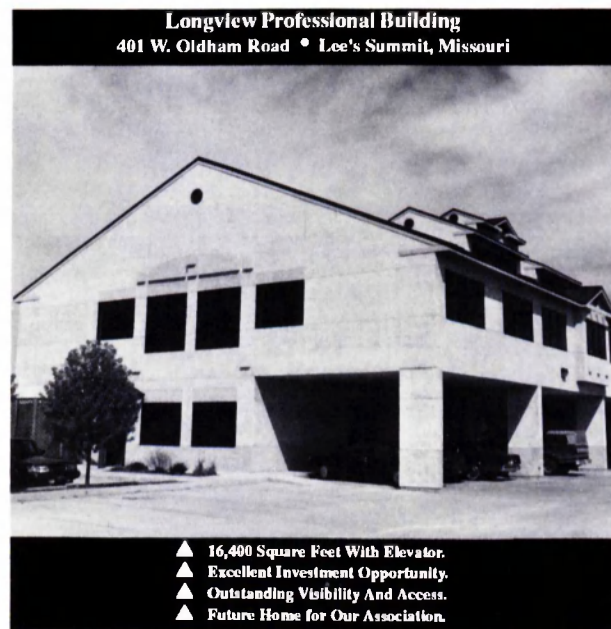
With the combined support of you, our member ministries, Boards, laypeople, and loving supporters of our Association, we are making this dream a present reality. Significant gifts from visionaries who understand the work before our movement have opened the way for our downpayment. Continued gifts will allow us to retire the mortgage on our new building within three years. The following information should answer most questions. If there are others, please call our offices and talk with Mae, Shay, Martha, or Young Bae.

FACTS ABOUT THE LONGVIEW BUILDING:

- 1.12 acre site with 86 paved parking sites
- Gross square feet: 16,500; net: 15,000
- 9,400 sq. ft. unfinished and available to us
 - 2,000 sq. ft. is on first floor
 - 7,400 sq. ft. is on second floor
- 6,200 sq. ft. finished and partially leased
- Fully operational elevator
- Restrooms (men's & women's) both floors
- Common receptionist serves all occupants
- Approx. 11,000 sq. ft. + amenities available for our usage
- Needed for completion of space
 - Wiring, air conditioning compressors
 - 1 or 2 heating/air conditioning units
 - Duct work
 - Ceilings, interior walls, floor coverings
 - Some plumbing work
 - Some office furniture when we move
- This building can serve our projected needs for six to eight years, giving us the time to build a strong foundation for construction of our home on Village grounds. We appreciate the extension of time given us by Unity School. We now have until December 31, 2000, to build our World Headquarters on the property adjacent to Unity Village.

Please remember that any gifts to our Building Program are a commitment over and above normal gifts to our General Operating Fund. The day-to-day expenses of serving and supporting our field ministries continues as we let our Unity Light shine forth throughout our world.

*Your prayer support, financial gifts, input and ideas are deeply appreciated by all of us.
Thank you for sharing our vision!*



- ▲ 16,400 Square Feet With Elevator.
- ▲ Excellent Investment Opportunity.
- ▲ Outstanding Visibility And Access.
- ▲ Future Home for Our Association.

FACTS ABOUT OUR PRESENT WORK SPACE:

• Offices	4,783 sq. ft.
• Shipping and storage	1,856 sq. ft.
• Conference Room	434 sq. ft.
Total current space	7,073 sq. ft.

Help us make this purchase possible. Your prayers, your financial support, your ideas, your "gifts in kind" of materials needed can all come together to create a home for our Association that will serve and support you in ever-expanding ways. Contact our Development Office to learn ways you can make a difference in the work ahead for our entire Unity movement.

Financial Overview

Cost of Building:	\$	590,000.00
Finishing Costs (est.)		180,000.00
Moving Costs		<u>10,000.00</u>
Total Purchase	\$	780,000.00

Downpayment (est.) - 175,000.00

(Figures are still approximate due to the lead time for printing this enclosure. If you wish specific figures, contact our Development Office for a complete disclosure of income and expenses.)

Monthly mortgage	\$	5,500.00
Monthly utilities/maintenance		6,500.00
Tenant income	-	<u>2,750.00</u>
Monthly costs	\$	9,250.00

Our goal is to fully repay any mortgage required within three years. Together we can do this easily!

UNITY: POSITIVE, PRACTICAL CHRISTIANITY FOR OUR TRANSFORMATIVE TIMES!

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Association of Unity Churches

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of our Association of Unity Churches.
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A Global Network of Love

Serving our Unity Churches

Worldwide!



Robert Ellsworth
Director of Education

Ministering Effectively in Pastoral, Program, and Corporate Sized Churches

Recently, I served as consultant to a board and minister whose church had grown from about 150 to over 500 in just two years! While it was amazing to watch the church grow from around 150 per Sunday to 500 or more per Sunday in two years, the minister admitted that she was on the edge of burnout after the first year of growth. In talking with her some weeks before the board retreat, we discovered that she preferred spending the majority of her time in pastoral functions. Because she loved to serve people in these ways, she had not completely made the transition to behaviors required of a minister in a program-size (let alone a corporate-sized) church. This is not to say that people in larger churches don't need and deserve pastoral care. They do! But others beside the primary minister must begin to serve in pastoral ways.

A minister who is thriving in a pastoral-sized congregation (50-150 people per Sunday) will need to make a significant shift in style of ministry in order to be effective with a program-sized congregation (150-350 people per Sunday). Roy Oswald of the Alban Institute (which studies a variety of ministry issues) has recently observed that each size congregation requires a specific cluster of behaviors from its clergy, lay leaders, and staff (*Action Information*, April/May 1991; published by the Alban Institute). The minister who has functioned primarily in a pastoral role, when attempting to serve in a program (150-350) or corporate (350 plus) sized church, often suffers burnout and loses his or her marriage, health, and/or church.

How does a minister in a pastoral-sized church spend the majority of his/her time? A pastoral minister will do most of the following:

- ☛ Knows regular attendees on a personal basis.
- ☛ Counsels with non-members and even drop ins.
- ☛ Provides ongoing counseling with active members.
- ☛ Visits shut-ins.
- ☛ Makes hospital visits to anyone requesting or needing them.
- ☛ Calls on bereaved families.
- ☛ Calls on church members in their homes.
- ☛ Calls on prospective new members.
- ☛ Attends special functions for youth.
- ☛ Stays for wedding receptions following a marriage ceremony.
- ☛ Can be reached easily by phone.

As I talked with this minister who loved pastoral ministry, but whose church had grown to a corporate-sized ministry, she said, "But Robert, I love to do these things. It's hard to give them up!" As we talked, it became obvious that she needed to continue grooming others to serve in major ways in pastoral areas of functioning. By the time the board retreat took place several weeks later, she had significantly drawn back from these functions, and others were increasingly being accepted by the congregation in meeting their pastoral needs. Even so, she plans to continue being accessible to bereaved families and being involved when a major healing is needed. "I'm good in these areas," she said, "and I find much satisfaction in them." The point is, a minister of a corporate-sized church doesn't need to give up all pastoral functions, but does need to withdraw primary energy from this area if he/she is to remain effective and well.

Roy Oswald points out that the most difficult transition of all is that from pastoral to program-sized church. People say "yes, yes" to church growth with their lips, but "no, no" with their behavior. The congregants, minister, lay leaders, and staff hold onto deeply engrained assumptions about what constitutes an effective ministry. These deeply ingrained assumptions and behaviors do not yield easily.

In my own ministry prior to coming to Unity Village, the church I served never did shift from a pastoral to a program-sized church. We grew from 35-50 per Sunday to 150-185, and then dropped back to 135-150. Somehow we never could remain steady beyond 150. In reading Oswald's observations, I realize that one of my blocks was that I never learned to delegate effectively, empowering others to carry significant parts of the ministry.

Growing To Program-Size

What are some of the characteristics of minister behavior in a program-sized (150-350) church? Below are listed some of the important minister functions of this sized church:

Continued...

- ☛ Learns to delegate authority and responsibility effectively.
- ☛ Schedules at least yearly retreats with board/staff.
- ☛ Conducts training sessions for church board/staff.
- ☛ Recruits/trains competent lay leaders to serve in significant ways.
- ☛ Facilitates immediate resolution of staff and board conflicts.
- ☛ Establishes close, personal ties with board members and lay leaders, and makes special efforts to meet their spiritual needs.
- ☛ "Manages" staff, giving direction, assigns projects, and confers with them on progress being made.
- ☛ Attends continuing education events for own professional growth.
- ☛ Participates in goal setting/planning events with board and staff.

In moving from a pastoral to a program-sized church, it is essential for the minister to begin spending the majority of time in the role of manager rather than pastor. But what if the minister prefers pastoring? Oswald concludes that it is perfectly acceptable, in fact desirable, for many ministers to remain and enjoy serving in a pastoral-based church. There is nothing shameful about ministering effectively to 100-150 people! If a minister truly enjoys pastoring rather than managing, it is wise not to grow much beyond 150.

For ministers who want to serve in a program-sized church, on the other hand, other characteristics include: (a) many cells of activities within the church; (b) spiritual needs of congregation often met by other than minister; (c) goals established and movement toward them is observable; (d) competent lay persons become willing to be recruited and involved; and, (3) church leaders are involved and committed to their own spiritual growth and assist others in their spiritual growth.

Growing to Corporate-Size

The minister as leader in a corporate-sized church needs to make a major shift from "manager" to "leader." There are important differences between managing and leading. A manager is involved in training, assigning, follow-up, resolving conflict, recruiting, etc. A leader has a manager to handle these activities, and withdraws primary energy from the day-to-day management of the church. A leader excites people through "visioning." People catch the vision, become committed to it, and begin to articulate it.

Typical minister behaviors in the corporate-sized church include:

- ☛ Puts extensive time (15 hours plus) into sermon preparation.
- ☛ Recruits and initially trains staff to do counseling, hospital visits, teaching classes, etc.

- ☛ Insists upon TOP quality music and musicians.
- ☛ Encourages board members and lay leaders to commit to their own spiritual unfoldment rather than looking to the minister.
- ☛ Trains board members, staff, and lay leaders to enroll and empower others, and to speak the vision for the church.

Return to the example of the church that has grown from 150 to over 500 per Sunday in two years. The minister tells of a recent encounter with an older church member who remembers the "good old days" when there were no more than 150 active members, and when everyone knew everyone else. The minister, upon arriving at the church recently, was greeted by this faithful older member with, "Well, M---, we hardly ever see you here during the week anymore." Oswald points out that the two outstanding features of most corporate-sized churches are: (a) excellent sermon and worship service; and, (b) excellent music. Being at the church 40 to 50 hours per week to manage and counsel is not characteristic of the successful corporate minister.

Speaking of working 40-50 hours per week, is it possible for a minister in a program or corporate-sized church to do this? Surprisingly, it is not only possible but desirable. Most ministers in Unity, however, who serve in large churches typically work 60-70 hour weeks. Many of them are tired, some are close to burnout. I know of only three ministers of large Unity churches who work less than 50 hours per week. I suspect they have made a conscious shift into those behaviors which Oswald describe as primary in successful corporate ministry.

Do you want your church to grow from 100 to 150 plus, or even 350 plus? Do you, really? Are you as minister and lay leader, willing to make the shifts in deeply-held attitudes and behavior to help make this happen? You may think that it is possible to remain a "pastoral oriented" church and grow to program or even corporate size. Well, it may be. But the price most likely to be paid is a minister who is burning out, or who is losing his/her health and/or marriage. Is it worth it? Or is it better to accept an effective pastoral-sized church if you are a minister who loves to serve in pastoral ways?

A Final Note:

Growth in numbers of people, of course, will not automatically occur simply by a minister and board shifting to the behaviors that are compatible with program or corporate-sized churches. The Alban Institute finds that growth during the pastoral years occurs primarily because of the interpersonal skills and charisma of the minister. Added to this, of course, are other factors important to growth, such as adequate physical facilities and location of the church. When growth has occurred, however, the behavior clusters related to the size of the congregations, as outlined in this article, will help determine the effectiveness of the ministry and the well-being of the minister.

Light on the Path



Trish Robinson
Licensed Teacher Consultant

Good things are happening! The Licensed Teacher Breakfast at Conference this year was one of the best we have ever had. There were some excellent suggestions given and some are already being acted on. Many had to do with better communication and utilization of licensed teachers by ministers. One suggestion was that two of the ministers present (who were active licensed teacher) will chair a panel at next year's conference for licensed teachers. Another was ways that licensed teachers can be more visible and have more recognition at conference. I have said it before and I'll say it again, when you have good ideas, share them with us. The other side of the coin is, when you have a need let us know. And please remember that everything cannot always be acted on "yesterday."

Licensed Teacher Week also got off to a good start with some good ideas being shared, and valuable suggestions were given which will be followed through on. There is more networking. Let me tell you, if you have not already seen evidence of it, the "image" of licensed teachers has improved tremendously. It is improving yet and, of all the people who have contributed, licensed teachers get the most credit. Your--our--self image has improved! Self worth has increased! Overall there is a more teachable attitude and a stronger feeling of being an integral part of a working together TEAM! There are more constructive suggestions on how to improve and less complaining. We all know that no matter how good we get, we can be better.

Unity is on the move. The horizons are broader, the visions are greater and clearer! It takes ALL of us. Doing for the joy of doing, "be"ing for the Glory of God. Jesus gave us the ground rules and Jesus showed us the way.

Jesus is not going to do it FOR us. God doesn't force even love upon us and we don't force ourselves, others, or anything when we are Christ-centered. Eric Butterworth calls it being in the flow. I have been aware for some time the importance of checking myself out frequently to see if I am Christ-centered, what are my beliefs and am I living my beliefs. You know--do I *believe* God is all or do I want to believe this? Do I *believe* I am co-heir with Jesus or do I want to believe this? When I get through the list I review the past few days to see if I am really living my beliefs. If not, then I don't yet believe; I only want to and then I have to ask myself, "What am I doing to attain belief?"

Jesus said that we could do all that He did and even greater things we could do. He wasn't just talking to hear Himself. Have you ever asked why we accept some of the things He said--quote them, use them, STUDY to get an even deeper understanding of them and then sluff off, kinda brush over other things He said? We are greater than we think and I, for one, think it's time we give some energy and quality attention to recognizing, claiming, and giving joyous thanks for our greatness. I also think until we accept and put together ALL that Jesus said we are falling short and prolonging the even richer, fuller life that our souls long for. And isn't it marvelous, isn't it awesome that God doesn't care how long it takes us or how hard we make it? YES it is wonder-filled. We don't ever have to ask God for what is already ours. If we ask God for anything let it be for God's help that we are accepting and then give thanks, JOYOUS thanks that God hears us even before we speak.

If there is anything or anyone in my world that I feel uncomfortable about, if my buttons are pushed, or it adversely affects me I can change it in the twinkling of an eye IF I really want it changed and IF I am willing to do what it takes. Enough desire to FOCUS ALL of me on God/Good. The last time I got angry with God was 20 years ago. I was angry and telling God, "You know what I need, You know what I ought to be doing, You know. . ." Well, peace descended on me, filled me as the answer came. Then after a moment I got even angrier and shouted, "And that's another thing! How come I have to get angry to get instant answers? The only time I get instant answers is when I get angry!" The answer came gently, instantly, and clearly. "You don't have to get angry, the only time that all of you is focused, directed is when you're angry." Yep! I set about learning how to get focused, how to get my whole being together directed on one thing at a time.

Well, enough for now. Thanks for being you and letting me share.

Love and blessings!



Judith Venturini
Year of the Child Coordinator

Dear friends and fellow ministers,

I have put off writing this article for this month's CONTACT because it seems as if there are deadlines all around me. My first year of the minister's education program is coming to an end and now committee week. I began to reflect on how easily we can get caught up in the pressures of everyday life and forget our mission, our purpose --the truth of why we have dedicated ourselves to service. As adults we get caught up in external pressures and lose sight of why we have committed ourselves to this work.

Then I began to focus on my earlier commitment to allow God to be enough in my life. Then the conflict I had within my being began to ease. When we allow God to be enough, we find that we will move past our deadlines and meet them with new strength. Even when we find that we did not accomplish all we had hoped to do or when we feel we could have done a little better, we know that all is well. The conflict begins to subside.

You may wonder what this has to do with children or the Year of the Child, but I realized that children are so present in the moment that they are not susceptible to the same pressures as adults. Yet they do have conflict. How do we help children work with their own inner struggles so that they may deal with life in a better way than perhaps we have learned? As always, divine order has a way of entering in when we let go and let God.

I walked into my office and guess what? I found an article on my desk on children and conflict. It was written by Dr. Deri Joy Ronis, a licensed Unity teacher who does wonderful work with stress management with children and families. I am sure you will enjoy this article as much as I did. Perhaps if you are feeling a little stressed out in your life, you will find some peace and wisdom from her wonderful writing.

Love, light, and life!

Judith Venturini
Year of the Child Coordinator

How Children Learn About Conflict

by Deri Joy Ronis, Ph.D.

In preparing this article for the 1993 celebration of the Year of the Child, I had several conflicting ideas! Originally, I wondered if adults can teach children how to handle conflict, and after much thought, found that I needed to rephrase the question and approach it from another perspective. The result is the age-old premise of which came first, the chicken or the egg? And, if adults are the role models for how to handle conflict, then I believe we fall short of the task! Children, on the other hand, are more innocent in their approach to what they see happening around them and don't even know what conflict is until they are taught about it. So, in order for them to learn how to handle conflict constructively vs. destructively, they first need to understand what it is.

Although children learn about conflict through the media and what they experience early on in the family or origin, there are some basic primary drives that are kicked in from birth. One such factor is the built-in limbic system that sits underneath our present neo-cortex brain structure. The limbic system is considered man's more primitive brain which contains the information to respond to the fright/fight/flight syndrome. As we mature into adulthood, we change and so does our consciousness, so that the way we think is also transformed. Teilhard de Chardin alluded to this in his concept of the evolution of consciousness in humans. Hence, our thinking changes as we make behavioral changes.

In the nascent field of conflict resolution and for about the last decade, there is more of an awareness about how people resolve their conflicts. One way to resolve problems is being able to DEFINE the real problem. For example, when you get angry at someone, are you angry at them, or their behavior? Most of us associate learned behavior as being part of our personhood. However, since behavior is learned, it can be changed such as when we make conscious choices to change bad habits. Helping children to define their anger/problems can be very effective when you use a developmentally appropriate practice for their age level. Specifically, if a three-year-old child is screaming and/or hitting another child, or pulling his/her hair, the first thing the adult needs to do or whoever is working with the child, is to approach the child and bend down to get on an even eye level with him/her. Then gently take the child's hands and cupping them, state: "Hands are not for hitting, hands are for helping. You may not hurt anyone with your hands." If children have developed a speaking vocabulary they can learn to use their words. However, studies have shown that

Continued...

even though pre-verbal children can't express how they feel via words, they do understand everything that is being said to them. It is extremely important then, as well, to speak to our children and put into words what they may not be able to do for themselves or suggest that you understand how they feel.

Very often, we have seen teachers and parents do just the opposite of the above suggested behavior. The adult may come running and screaming in a loud voice, saying "No, you can't do that, and then maybe even hit or slap the child on his/her hand as well. Is this modeling good behavior? No, it sends a message to the child that this is OK even though we are telling them not to do it. As children get older, however, some experts have suggested that it is a good idea to mimic or imitate their behavior so the children can see what is not right about their behavior.

In learning to appreciate the emotion of anger as a useful tool, it is there to remind us that something needs to be changed. It is difficult enough to deal with anger as an adult, let alone being a child. This is why it is so crucial that we learn new ways of responding so that we can pass it on to the offspring. If we truly hope to have a more enlightened 21st century, then what we do now, as well as what we have been doing all along, will create the climate for positive change. One component of constructive anger is to let other people know what it is about their behavior that makes you angry. Since we know that behavior is learned, we can attack the problem and not the person. In the attack, we state phrases such as, "It hurts me when you. . . ." "It bothers me when you. . . ." or "I'm really not comfortable when you. . . ." and "I need to let you know that I am angry about. . . ." Using phrases such as these set up non-abusive communications.

I bring out the issue of verbal abuse, for I believe it is one area that people don't pay enough attention to. They assume it is OK to say anything they want to another person and this happens a lot with children as well.

Children like to be involved in making their own decisions and not always being told what to do. When you offer them a choice, you are giving them an opportunity to make decisions for themselves and to accept the responsibility and consequences that go along with such a decision. One common denominator akin to any age level is that in order to minimize conflict, we need to maximize giving people the option to make choices for themselves. Doing so helps to increase self-awareness and when we become more aware, we usually make more enlightened decisions. So, in helping children to understand conflict, we allow them to grow via responsibility for their actions early on. A good example of this is when children tattle on each other. I once tried using a different approach and it worked. I told the children that I needed each one of them to be responsible for their own behavior. They were between the ages of seven and twelve. I explained that I needed their cooperation to help me while

I had a meeting with their moms. I said that if anyone was causing them to feel uncomfortable, or was doing something they shouldn't be doing, they could go upstairs, but they couldn't interrupt my meeting and complain. This situation took place in a shelter, not in a classroom, so the conditions were different. The point is to ask for what you need and give them the option or choice to make for themselves. I did get the cooperation I asked for because I put the "ball" in their court. I let them know what I needed and expected and for how long a period of time it would be.

As a rule of thumb, it is a good idea to have parameters that are flexible in dealing with conflict issues. If, for example, the timing is not right to talk about something that may be bothering a child, let them know when the right time is. These concepts vary with age level. Tonal quality in the voice is very revealing as to how you feel. I am reminded of the story of a person who tried to fool his dog by telling the dog in a nice way that he was very bad. Of course, the dog didn't know the difference because the voice quality and pitch were associated with good behavior. We can't use these behaviors with humans.

Another avenue that is being explored in conflict resolution work with children is teaching them to experience the benefits of meditation and dream work. Thus, by helping to develop their psycho-spiritual side, they get another opportunity to view conflicts in a different way. For example, sixth-grade children were given the opportunity to keep a dream journal for a week's period. Then they created time during the day where they would share their dreams. They also made artistic drawings of their dreams. Besides dream interpretation and a chance to share their ideas about problems, they also used other skills.

When both children and adults are given the opportunity to become aware of alternative ways to solve problems, especially the opportunity of working together and not using age as a measurement, new perceptions are created. Thus, a glass of water can be seen as half-full or half-empty, and it would be OK to have both answers. You can agree to disagree and still accept another's way of seeing, even if it doesn't match your own style. After a while what happens is that you get tired of conflict and arguing. The sheer drain of energy it takes to maintain conflict makes you want to get over it and move on. Eventually, you get to the place where your ability to deal with problems is creative and a source of experimenting with new ideas which generate helpful solutions that can be passed on to others.

In closing, the best advice I can offer at the present is to remind you to be aware of the children with whom you come in contact. Be alert as to how you interact with them. Your interaction will teach you something about yourself, and possibly make you aware of something you can use the next time your inner child has a conflict!

Year of the Child

Here are some wonderful items you can order to publicize the Year of the Child within your church community:

- **T-Shirts**, with the Year of the Child logo. If you want to order them in quantity, we can make other sizes and colors available to you.
- **Buttons**, with the Year of the Child logo. Order one for each of your Youth Education teachers to wear. Ushers, board members, and other staff can wear a button for added publicity. Sell them as a fund raiser.
- **Affirmation Cards**--A deck of 110 affirmation cards with 77 different affirmations can be used in Sunday school or sell in your bookstore.
- **Fortune Cookies**--Yes celebrate this year with fortune cookies with Unity affirmations. Can be used at your New Year's Eve party, to celebrate the Chinese New Year or just for fun. A great way to raise funds by selling in bulk or individually. (Allow 4-6 weeks for delivery.)

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Ray Wiggins
Int'l Youth Education Consultant

Spice Up The Lecture

A few years ago, a major religious denomination did a survey of teachers and leaders in adult groups. That survey showed that more than eighty percent of the adult classes were taught exclusively by the lecture method; that is to say, the teachers talked and the students listened.

There is value in good lectures. A well-prepared teacher who presents a good lecture can be a most effective communicator. Some people really like to attend lecture sessions. We hear many adults say, "That's the way I learn best, by listening to a teacher who knows something and who can say it in such a way that I will sit up and listen!"

If we are serious about teaching and learning, however, we need to consider other methods. We actually learn best when we try out ideas or plans of action for ourselves. Jesus told the parable of the Good Samaritan, then asked a question of His listener: "Which of these three proved to be a neighbor?" The answer came from the lawyer-student: "The one who showed mercy!" And Jesus replied, "Go, and do likewise." The dialogue and the command to act were a part of the learning. Even the parable itself was told in response to a question designed to test Jesus the teacher. There is more to teaching than talking and listening. There is personal involvement on the part of both teacher and student.

Sometimes we need to make provision in our own adult classes for students to be more intensely involved in the subject matter; in short, to make some kind of move or to act in some way.

The simplest form of action is to verbalize one's ideas in a conversation with someone else. If we hear a good lecture, and then go home to our family to share the ideas that we remember, we have responded actively. As family members listen and ask questions, we have the opportunity to explain more fully and add our own ideas as well.

This is the lecture taking effect as a learning activity; we are doing something (sharing verbally) as a result of having heard.

A time-honored method of assimilating what we hear is that of taking notes. Anybody who has gone to college has spent hours writing down notes in notebooks. Why? In order to be able to go back over the content and to engage in silent dialogue with it. We are acting on what we heard and are making a move in response to the words that we heard from our teachers.

There are other ways in class itself to make provision for active involvement that will insure a greater capacity to learn. We will list just a few:

1. Write a series of provocative statements on the chalkboard.

Ask class members to choose the statement that comes nearest to their own conception or point of view. Proceed to discuss the statements, allowing questions to be raised. The act of choosing a statement puts the learner into the process, causing the person to listen more intently.

2. Choose several pictures that relate to a theme you plan to present in class.

Pass the pictures around and ask the class members to decide which one is a favorite and why. Ask whether there is a relationship among the pictures; if so, what is it? This act of looking at pictures and handling them will arouse greater interest on the part of the students.

3. Hand out outlines and brief paragraphs that have been mimeographed in advance.

Let the students examine these at your direction as you teach. The act of reading and checking off materials will produce greater involvement.

4. Write on a chalkboard a series of questions related to the content of the lecture.

Ask specific individuals in the class to be responsible for listening with a particular question in mind. Assign all the questions. Several students will be working on each of the questions. Then allow time at the end of the class for discussion.

5. Try the idea of "paired conversations."

Allow a few minutes sometime during the class period for students to visit in pairs about an assigned question or a passage that is to be read. Then proceed to a general discussion with the whole group, urging the pairs in the class to volunteer any insights that came to them.

All these ideas for adult classes are meant as suggestions to enliven what has hitherto been a straight lecture situation. Do not use them all on the same day. Use one idea at a time and space them through a unit of study. Adults will respond more readily to mild rather than radical changes in their class routines.

Developing Leadership in Y.O.U.

by Ray Wiggins

One of our major tasks in Y.O.U. is to help individuals develop skills of leadership. Teens need to find out how to lead in undertakings of importance and to discover ways of leading that will be considerate and helpful to others.

A method used in organizational training can be transferred to your chapter. Hold a training event for your officers on a Saturday or Sunday afternoon. Divide the total group into smaller teams if you have a large number of officers or let them work together as one group if your numbers are small. Designate a leader for each group or the one group.

Give the leaders simple cards of instruction and a box of Tinker-Toys (those wooden pieces that are assembled easily into various kinds of items). It is the job of the designated leaders to involve their teams in producing a desire item by working with the Tinker-Toys. For instance, a card of instruction might say something like the following: You are in charge of this small group. You are to get them to build a four-sided figure that has something hanging in the middle of it. See how you can proceed with the job.

The teams will not be in competition. The idea is to give each leader some experience in getting a job done with the help of the team members. After a few minutes of work on the projects, call the total group together and share some observations:

- ✓ Many leaders tend to do jobs themselves, without giving others a chance to make their contributions.
- ✓ Some leaders tend to give too many orders, simply telling people what to do without explaining why.
- ✓ Some leaders forget to instill a sense of pride and satisfaction in a job that is well done.
- ✓ Some leaders are too critical when others have inadequate skill or instruction for getting a job done.
- ✓ Some leaders are very skillful in soliciting the ideas of everyone in the group and in getting a smoothly-operating procedure going. They express their appreciation to others!

Y.O.U. Fund Raising Idea For Your Good Health Dinner

Raise much needed rally and conference money and provide healthy food with a "For-Your-Good-Health Dinner.

Serve only food recommended by health organizations. The American Cancer Society, the American Heart Association, health-food stores or dietary organizations will be glad to provide menus and recipes.

Have a qualified medical person weigh and give blood pressure tests to each guest before dinner. Distribute weight and blood pressure pamphlets. Who knows you might even help someone to decide to eat in a more healthy manner.

A Tribute to you. . .Y.O.U.

When I could hold on no more,
you held on for me.

When I could trust no more,
you gave me faith.

When my heart was numb
you felt for me.

When I felt I had sunk to the bottom,
you lifted me up to the sky.

When the whole world was my enemy,
you were my friend.

All the treasures of life, you opened inside me
and you will sail along the wings of my memory,
forever.

Angela Bratton
Pomona, CA



Ministers: How Can You Support Your Y.O.U. Program?

by Carol Gardner
SCUCA Regional Education Consultant

Many ministers have asked me this question as a consultant, so I decided to ask your sponsors for input. This is what they said:

➤ I feel supported when I have personal contact with my minister. Sometimes I need my minister to minister to me. I also need to know that my minister is interested and values what is happening--regular meetings with him/her to discuss programs, challenges, and just develop a relationship are very important. Also, occasionally to have my minister "drop in" during a meeting to say, "Hello, you're important" goes a long way with the kids.

➤ I feel supported when my minister is available to me and the kids. We need to feel welcome and free to talk to our minister and know that our ideas and concerns will be respected rather than discounted.

➤ I feel supported when my minister gives personal acknowledgement of the kids. Acknowledging the program by letting teens tell about retreats and rallies they have attended, or trusting them to lead a meditation, or give the service, etc., on Sunday.

➤ I feel supported when my minister validates the kids. Validating teens for what they do, no matter how small, goes a long way in developing a supportive relationship with the church. This may be done individually as well as with the congregation.

➤ I feel supported when my minister gives financial support by budgeting sponsor expenses to trainings, conference, rallies. Financial support also includes helping the group develop an effective prosperity program--done in consciousness and manifestation--and supporting such a program with the board and congregation.

Single Adult Ministry

The Breakfast Club A Fresh Idea

After two frustrating years of trying to build a successful Single Adult Sunday School Program, the leadership at Portland Christian Center found something that is not

only working but is revitalizing their entire Single Adult Ministry. Here's the scoop from pastor Chip Nichols:

"From the very first month our Breakfast Club has become our most attended program. The B.C. meets every Sunday morning (during the normal Sunday School hour) for a continental breakfast, fellowship, study, and prayer. The format is not dependent on a teacher but is organized around several motivated table leaders who serve as facilitators of the serendipity Bible studies. The tables of six members each function as care groups and are committed to supporting one another and to inviting co-workers and friends to join their group. A continental breakfast is prepared and served by a different care group each week. Donations are received to cover expenses and an incentive is offered to the care group which is best attended during a twelve-week period.

"We believe the B.C. will continue to succeed if we continue to: 1) be committed to one another and to our guests; 2) recruit and train new care group leaders; 3) offer good fellowship and sound, useful teachings."

Unity Singles in Service A Going Ministry at Christ Unity Church, Sacramento

Ruth Burkett, associate minister at Christ Unity Church of Sacramento, California, writes:

"Dear Ray: Yes, we do have a great singles group! We call it Unity Singles in Service. Basically, it provides a place for singles to get acquainted, enjoy some recreation and grow spiritually with special program which are presented after the monthly potluck.

"We hold a business meeting once a month at which time the Power Team (volunteers of 6-8) meet to handle business, plan program and see that the newsletter gets out. They work together even though one person may be in charge. This way everyone feels supported all the time.

"Other activities include the dinner/theatre evenings. On holidays, we sponsor a dance for the entire congregation. This is a definite service for it gives people the opportunity to enjoy a loving, positive, non-smoking environment with Unity friends. They tell us they love it.

"We have about 150 singles who come and go. Average attendance is about 60. Our dance profits are split 50/50 with the building fund and the proceeds from our monthly potluck go into the general fund. As you can see from our mission statement, we seek to serve one another, the church, and the community."

NOTE: Please share with us the success you are having in young adult, single adult, young thinking adult (no age limits) or senior adult ministries.



Carolyn Kruhm
Uniteen Coordinator



Yes, You Can Understand Uniteens! **Part 3: Misconceptions**

Many adults have common misconceptions about the young adolescent. These misconceptions influence the way that they deal with Uniteens and with their expectations of Uniteens' behavior and abilities. These misconceptions will effect their responses to the Uniteen. Here are five common myths about Uniteens.

- ❶ They are all alike.
- ❷ The peer group controls them.
- ❸ It's just a phase.
- ❹ They are all rebellious.
- ❺ They are like little adults.

"They are all alike."

All Uniteens are going through changes in their physical developmental and growth in cognitive abilities. They have a need to feel like they belong, wonder if they are

normal and have similar developmental needs. Yet, despite these similarities they exhibit a wide disparity of traits.

Young adolescents are experiencing many changes physically and may develop at different rates; therefore, in one classroom there may be as much as four years difference developmentally between males and females. In addition to the physical changes, some Uniteens have developed a positive self-image and others have not. Some have developed social skills and relate well with their peers but do not interact well with adults, and others may relate well with adults but not with their peers. Some Uniteens have developed a skill that they enjoy while others do not feel that they can do anything right. Their verbal skills may vary greatly with some able to articulate thoughts and feelings, while others prefer to express themselves artistically. Some have moved to a stage of abstract reasoning, and may want to ask well-reasoned questions about their faith and religion. As you can see from these few examples Uniteens are certainly not all alike; therefore, to work with them effectively it is necessary to offer a variety of learning situations, styles, and activities.

"The peer group controls them."

As young adolescents struggle with the questions of who they are and how they fit in, they often define themselves in terms of their relationships with peers. Adults tend to think of the influence of peer groups as negative, to the extent that adult leaders may attempt to split a peer group in an effort to help the young adolescent break out of cliques and experience different interests and personalities. However, studies have shown that because group membership is so important to young adolescents, pulling them out of a group may actually cause them to be dysfunctional for a time.

"Research has shown that our common perceptions about the extent of peer-group influence among young people are not well-founded. A study called 'Listening to Early Adolescents and Their Parents (LEAP)' found that the emerging influence of the peer group does not totally replace the central role of the parents in the lives of young adolescents. Most of the young people surveyed reported that in times of stress, they turn to their parents for advice more often than to their friends. Admittedly, the degree of preference for parents over peers does steadily decrease over the junior high years, so that they are nearly equal in influence by the ninth grade. But at no time does it appear

Continued...

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

that the peer group has greater influence than the parents in the lives of young people" (Discovering Program, St. Mary's Press, p.16).

"It's just a phase."

Although early adolescence is a relatively short period of great change, the misconception that it is just a phase can adversely effect the ministry that can occur with this age group. The danger of this misconception is that it can lead us to ignore the specific needs of this age group. For example, some common comments from adults:

"They're not yet high schoolers, so let's not include them in our youth ministry program."

"They're too old to be part of what we are doing with the elementary kids, so let's not invite them. They'll be bored."

"Leave them alone. They'll grow out of it soon."

This kind of thinking too often leaves the Uniteen in ministerial limbo. They are left to themselves with no programming specifically for them, and too often we lose them during this time and they never come back to the church for the high school or adult programs.

"They are all rebellious."

When we, as youth workers, deal with young adolescents with the attitude that they are all rebellious, we foster rebellious behavior; however, when we have a positive attitude about young adolescents, we can create an atmosphere of positive, mutual respect.

"The social myth that all young people are rebellious hinders our ability to deal with the distressing aspects of early adolescent behavior because it incorrectly labels that behavior as disturbed, as inappropriate for the age-group and requiring a remedy. This posture fosters a negative view of this age group—one in which the relationship between adults and young adolescents becomes a power struggle" (Discovering Program, p. 18).

This does not mean that there are not Uniteens with disturbed behavior who need special help, usually through other agencies, but our primary task is still to create a space for mutual respect, growth and learning.

"They are like little adults."

Uniteens obviously are learning more information at an earlier age than their parents did, but they are still young adolescents just learning these skills. In working with Uniteens we should remember that they need to be given freedom and responsibility appropriate to their age.

Often if we expect them to be "little adults" and give them responsibilities inappropriate for their age. Problems may then develop. They may be set up for failure if they lack the cognitive ability, skill, or discipline for a given task. If they are given a task requiring knowledge of equipment that they are not prepared to handle they may be exposed to hazards that threaten themselves or those around them. We need to allow Uniteens to be children still when they need to be. It is appropriate to invite Uniteens to participate in adult activities, but we should not ridicule childhood activities that occasionally still hold appeal for them.

As you can see each of these misconceptions is based on some truth; however, by working to eliminate each of them, we can dramatically increase the effectiveness of our ministry with Uniteens.

God in Me Awards



Front Row: Gretchen Lear, Jeni Dwyer, Warren Fleischer, Robbie Fleischer, Stephanie Strauss; **Back Row:** Helice Greene, minister; Dick and Nancy Lear (parents); Paul and Pattie Dwyer (parents); Brenda and Warren Fleischer (parents); Sandy and Rick Strauss (parents), Suzanne R. Lubkowski, Youth/Family Director. **Not pictured:** John Aiken and parents Jan and Anthony Aiken; and Jeffrey Poole and parents Gretchen and Ken Poole.

Seven families participated in a community-building activity at Unity of Fairfax in Oakton, Virginia.

The God in Me Program was an empowering experience for the young people and their families. Group activities included a nature walk, cooperative games and exercises, and service projects. One of the highlights of the program was a service project in which the youth prepared boxes of used Daily Words and Unity magazines which were routed to Africa.

Important Dates For 1991

Skills Demonstration Seminar	August 3-9
Y.O.U. Conference (Snow Mountain Ranch)	August 3-9
Adults of Unity Conference (Unity Village)	August 10-16
Executive Committee Meetings	Sept. 15-18
Board Member Spiritual Retreat/Seminar	Sept. 14-20
Skills Demonstration Seminar (SDS)	Oct. 26-Nov. 1

1991 Regional Conferences

South Central	Sept. 8-13	Embassy Suites Hotel, Omaha, NE
Great Lakes	Sept. 22-26	Potawatami Inn, Angola, IN
Eastern	Sept. 29-Oct. 3	Lancaster (PA) Inn & Golf Resort
Southeast	Sept. 30-Oct. 4	Naples (FL) Beach & Golf Club
West Central	Oct. 1-3	Asilomar, Pacific Grove, CA

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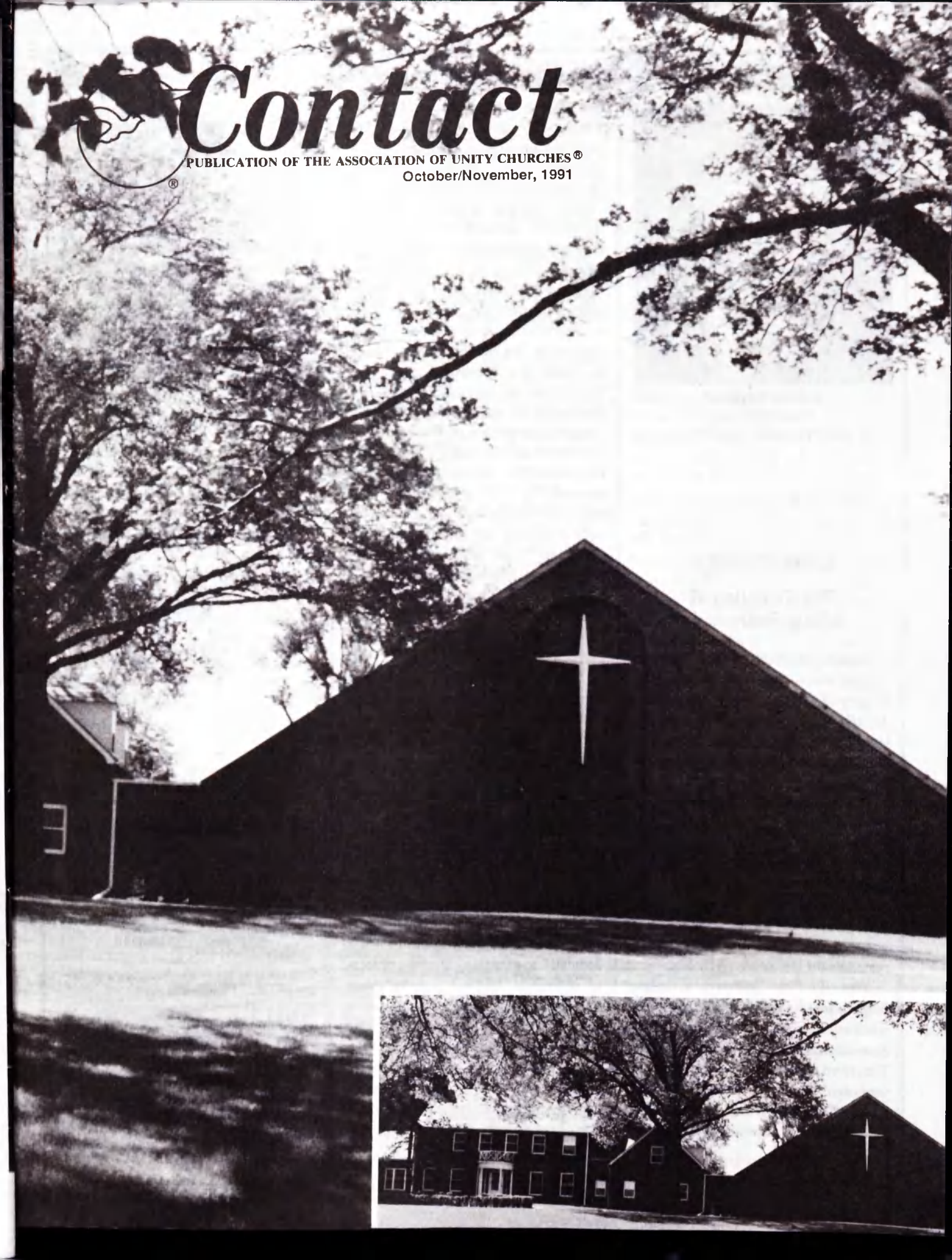


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October/November, 1991



THE PRESIDENT'S LETTER



R. Scott Sherman
Unity Temple
San Francisco, California

Unity in Unity: The Evolution of A True Partnership

Late in August I received two items in the mail that all ministers also received: a copy of Jim Rosemergy's newest book, *A Daily Guide to Spiritual Living* and a letter from Connie Fillmore concerning *Wee Wisdom*, Unity School's strategic planning and youth programs.

Connie's letter had a bittersweet quality for me. It announced that *Wee Wisdom* magazine would cease its over 80 years of continuous publication with the December issue. It also announced a grant of \$100,000 to be given to our Association for hiring a curriculum writer to develop new youth educational materials for our Sunday Schools.

Wee Wisdom touches a nostalgic place in me. It first came into my home when my aunt (and late Unity minister) Sune' Richards and her sons, Dennis and Tim, lived with us in Milwaukee over 40 years ago. My cousins and I were members of "The Good Words Booster Club" and our parents encouraged us to read

Wee Wisdom and to put its ideas into practice. My own children read the magazine and it was often given to new members of our Sunday School in churches I have led. I will feel a loss. Yet I know that our colleagues at Unity School have agonized over this decision as part of their long-term vision for Unity School and its part in our movement.

On the other hand, the \$100,000 grant delights me. Not only because it allows us to accelerate our work on new youth curriculum, but because it symbolizes the sense of partnership between our Association and Unity School that has grown over the past five years. I see this grant as a recognition of the importance of the work of our churches; the face-to-face, everyday commitment that enhances living of Unity way of life. By the time you read this (late September or early October), the Curriculum Task Force and Youth Services Committee will have met to provide additional input as to a right direction to take prior to the search for a Curriculum Coordinator. We hope to begin this search in October or November, 1991.

Jim Rosemergy's book symbolizes another aspect of the same evolutionary partnership. Inside the title page and opposite the dedication are the words, "Endorsed by the Unity Movement Advisory Council, a joint committee of the Association of Unity Churches and Unity School of Christianity." I am very proud of these words. Not just because they reflect the feeling of the twelve ministers who constitute the Advisory Council, but because Jim's book is on the "cutting edge" of what I believe Unity stands for today: Unity in the 1990's is dedicated to deepening the daily process of individual spiritual transformation through acceptance of our humanness and alignment with our God-identity. By acknowledging the concept of "the Sacred Human," I am convinced that we can all step beyond the trap of denial of pain that must precede the fuller realization of our divinity. (Please see pps. 55-

64.)

The letter from Connie and Jim's book are symbols of our growing maturity as a movement--our own transformation. We clearly are not fully mature as yet, but we are growing--together; yet in our own areas of special service. There definitely is a growing sense of unity in Unity.

In loving service,

R. Scott Sherman, President

P.S. I have asked that a copy of an article from *New York* magazine (November 19, 1990) be placed in the next Minister's Letter. It deals with husbands and wives working within the same organization. The article, by Fran Schumer, is entitled: "The New Nepotism; Married Couples are Working Together All Over." The information in it has been helpful to our Executive Committee following Glenn and Martha's marriage and may be of value to many of you when boards or church members question family members' employment by the church.

Volume 24, Issue 6 October/November, 1991 CONTACT STAFF

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EDITORIAL PURPOSE

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

Cover:

Unity Church of Omaha
 Omaha, NE
 Minister: Donald Jennings

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



Glenn R. Mosley
Executive Director

Model and Empower = M.E.

Occasionally I hear someone quote me, "that keeping up with the changing needs of field ministers and their ministries closely approximates putting a new set of tires on an Indianapolis 500 racing car during the race. The work of lay people in your ministry, like yours as the professional clergy, is also much like that.

Because needs in field ministries quiver, shift, and change so rapidly, getting a "handle" on them, even for the most dedicated ministers, is much like nailing jello to a tree.

The ancient religious community (prior to the Judeo-Christian Age) existed in a hostile environment and therefore its "missionary" activities took place just outside its proverbial "doors."

Centuries of time brought advances to humankind in religion, the sciences and arts, philosophy, and in technology and caused such changes that most religious communities did not have an immediate environment of hostility. Therefore, their missionary field was often thousands of miles distant--no longer just outside their door--which was typical of the early stages of Christendom.

In the 90's ministers-CEO's who are committed to long-range planning of three to five years, called "strategic planning," are now needing to incorporate "strategic thinking." Five-year timelines often are shrinking to three to nine months.

In business, foreign competitors are getting tougher. Customers are demanding the highest quality, latest technology, and fastest delivery at the lowest cost.

In the church business (Loren Mead of Alban Institute says, "There are two myths about the church: 1. that the church is a business, and 2. that it isn't.") the "customer" becomes "congregant" and the rest of the preceding paragraph applies: highest quality, latest technology, fastest delivery and lowest cost.

Ministers who adopt "strategic thinking" in their ministry utilize those "congregants" mentioned above as servers, volunteers, layleaders, hands-on caregivers, etc.

Much of the organized religious world is still trying to train clergy and laity to do "missionary" work in the distant "somewhere." However, since the world has shrunk, so has the "missionary" boundary. Once again, it's just outside your and my door. With this continuing shift of ground comes enormous pressure on us as clergy and laypeople in ministry to learn new behaviors. It is not necessary to take religion to other parts of the world to people who have no religion, for we have learned that there are no communities without religion of some kind.

We are not in the pre-Judeo-Christian Age; neither are we in the early Christendom Age. Where we are is in a state of flux approaching the Next Age. (Please re-read the previous two words.) Roles are changing dramatically among those within the churches of the world and they are not going to be less so very soon.

Some hierarchical bodies take a somewhat lukewarm stand on any issues they address, if indeed they address any. This allows devotees to be chameleon-like so they can adjust and wrap them-

selves around the crags and crevices of the consciousness of humankind. This is as exciting as a bowl of cold oatmeal.

Activist churches, by contradistinction, distribute reams of political resolutions, many of which require hundreds of thousands of signatures even to receive notice. It is by this means, however, that we are assured that the faithful know how to behave regarding every moral, legal, political, and religious issue. It seems to me both fail. The "church community," that is people worshipping together, is extremely important.

With the uncertainty brought by changing roles, there are very real missionary works needed which each of us can help to provide right now. The Apostle Paul indicated that our bodies are temples of God--and such we are. Just outside these body temples of ours is an environment that in some way is hostile. We face people daily who are capable, but who are unaware of this capability of not only adjusting to rapid changes in the world, but of helping create necessary changes which make smooth and orderly changes possible. Two major missionary tools we have to share in our world are those of "modeling" and "empowering." Ministers demonstrate how what needs to be done can be done, and then empower others to discover their ability to do likewise.

Where In The World is the Church?

People want to experience: 1) The Presence of God as love; "I do not want just to be talked to about love; I want to be loved. 2) Courage; "Tell me something on Sunday, or any day, that will give me a sense of renewal for my Monday morning in the world." 3) Integrity; "Model" for me and "empower" me to do and to be with others all that I can do and be. 4) Strength; help me to experience societal strength so that there is an undergirding of life and families (most often voiced by those who are single, divorced, or widowed).

Of the four items listed above, most people do not care whether the church is a community (a group of worshippers) or

See MODEL on page 6



Barbara O'Hearne
Church Development and
Management Consultant

The Learning Organization A Book Review

Perhaps living near a university and art school and seeing the students back in classes makes me more aware of the excitement of learning. With the beginning of each semester I find myself drifting into the local university bookstores in search of new and interesting professional reading material. The excitement of learning has been part of my life for many years. During the many years I was a college professor, part of each day was spent researching and reading. My commitment to my personal ongoing education and learning through books, tapes, lectures, and from peers is still a high priority and daily activity.

One of my most recent "finds" has been *The Fifth Discipline* by Peter M. Senge. The author is the Director of the Systems Thinking and Organizational Learning Program at MIT's Sloan School of Management. His book is a wealth of well researched, thoughtful, useful, and timely information.

The Fifth Discipline is about the "learning organization." The author's definition of a learning organization is one "that is continually expanding its capacity to create its future" (p. 14). While written for the private sector,

there are many ideas and suggestions which, once understood, can be implemented by churches and other nonprofits.

Senge describes five new "component technologies" central to the learning organization. They include systems thinking, personal mastery, mental models, building a shared vision, and team learning. The following is a brief overview of these technologies as described by the author.

1 Systems thinking is a discipline for seeing wholes, seeing people as active participants in shaping their reality and creating the future of their organizations. Systems thinking requires a shift of thinking that includes seeing interrelationships as opposed to the linear cause and effect and understanding the process of change. How many times have ministers and boards taken a "snapshot" view of what is going on in the ministry instead of looking at the entire system when dealing with challenges?

2 Personal mastery involves the continual learning of the members of the organization. "An organization's commitment to and capacity for learning can be no greater than that of its members," write Senge. Through personal mastery people have the opportunity for ongoing clarification of what is important to them and continually learning how to see the current reality of their own lives and the organizations more clearly. Personal mastery is a process.

3 Mental models are assumptions, generalizations or stories of how we view the world and subsequently take action. We have mental models about people, about how to minister and how to be a board member. Learning organizations will have to help their people learn new skills such as being more open in one's own thinking in relation to the thinking of others, and implement innovation within the institution, not trying to

do things the same old way, if they want to develop new mental models. This involves risk and change at a personal level and within the structure of the organization.

4 Building a shared vision is said to be a force in people's hearts that provides a focus and energy for learning. In a shared vision there is commitment from the people in the organization because it reflects their personal vision and not signing up for the "leader's vision." An important part of developing a shared vision is the clarification of the core values of the organization--how do we act as we move toward our vision.

5 Team learning acknowledges examples of extraordinary results of team efforts in sports, science, and the arts. Three components for effective team learning identified include: a) teams need to tap the intellectual potential of many minds and not reduce themselves to the lowest intellectual capacity of one mind. b) coordinated action that complements actions of each member of the team and c) there is continual teaching of other teams by the members of the senior team. In team learning dealing objectively with the current reality of the organization, conflict, and a lot of practice are critical to success.

This book is very exciting to read and I have found myself going back and rereading several sections as I plan for various consultations and workshops. The diagrams used to explain key concepts are understandable and helpful. As I expand my understanding of the learning organization, I see many applications for ministries. I highly encourage your reading this book if you are interested in innovation and change within your ministry.

The book is published by Doubleday and is available in many bookstores for \$19.95.



Martha Loehr
Associate Director/
Dir. of Institutional Advancement

What Do Followers Expect From Leaders? Part V

This series of articles has been long-running and has only addressed leadership from the follower's perspective. Obviously, leadership is a complex, multifaceted subject which could be expounded upon endlessly. Well, that isn't going to be the case. There really is an end in sight—at least of this dissertation. This is the final article in the series, and looks at the stumbling blocks to leadership. That is, we've done all we know to do, we have researched and followed the experts, and still things don't go the way we thought they should have. So what now?

That's right, more books—at least for the moment. But I promise it won't all be. For now, bear with me. Warren Bennis addresses the subject in *Why Leaders Can't Lead, The Unconscious Conspiracy Continues*.

First, "lead, not manage." If we are managing, we are caught in the day-to-day details, leaving no time for visionary thinking. When caught in this dilemma,

either we don't have others to help, or our helpers are "delegating up." This means they do not want to take the responsibility for handling the problems or are unwilling to bear the consequences of the decisions, so they give the decisions to the leader. Bennis suggests a solution of creating a cadre of people to work together to attend to daily matters. These individuals usually know more about their own areas of competence than the leader possibly could. If they are already in place, it is a matter of training them to bring recommendations for solution, rather than dumping their problems in the leader's lap. Although the training takes time, the result is worth it. They learn that the leader is not going to do it for them, so they begin to think for themselves, look for solutions, and present options. Eventually they learn to make many decisions on their own, and to know which decisions are appropriately theirs to make.

This training leaves the leader free to be a conceptualist. More than just ideas, this means having a vision and the time to think about the forces (internal and external) that affect the vision and the destiny of the institution (Bennis, p. 17). Bennis believes that most organizations are overmanaged and underled. "Leaders are people who do the right thing: managers are people who do things right" (p. 18). Bennis also recommends that the president educate the board to the necessity of leadership, rather than management, and help the board protect the chief executive from getting enmeshed in daily routine.

A second stumbling block is that even in the best lead organizations, it is doubtful there is complete trust. In an article in March/April, 1989, in *Harvard Business Review*, Fernando Bartolome contends that nobody trusts the boss completely (pp 135-142). By this he means nobody wants to bring bad news, and there are strict limits to trust between leaders and followers. Followers tend to try to fix their own problems without help, and

almost always see leaders as judges. To help with this, leaders should watch for signs of trouble such as declining information flow, deteriorating morale, ambiguous verbal and nonverbal signals, and diminishing results. When these signs appear, the leader should begin increasing communication, provide support, show respect, fairness, and competence, and be predictable.

Given these two major areas, Bennis suggests that leaders need to work with four areas to be effective: management of attention, management of meaning, management of trust, and management of self. Bennis calls these "areas of competency." The first, management of attention, means the ability to draw others to them. They communicate a compelling vision, bringing others to a place they have not been before. The leader clearly knows what he or she wants, and doesn't waste others' time being vague about it (pp 19-20).

Secondly, management of meaning is the ability to "make ideas tangible and real to others" (p. 20). Then others can support them. This is done through metaphor, word, or model to make the vision clear. This not only explains or clarifies, it creates the meaning.

The third area of competency is management of trust. This addresses the second stumbling block. The thing that most determines trust is constancy. Followers want to know where the leader is coming from and what he or she stands for. This goes back to earlier articles in which predictability, clarity of values, and stating one's values were discussed. More than anything, this constancy builds trust.

Fourthly, and perhaps most difficult of all, is management of self. This means knowing one's skills and using them effectively. Nurturing one's strengths is essential to the leader. No one person can be all things to all people. So it is up to the leader to take a critical inventory of

Continued...

skills, and draw on the resources of others for the areas of deficiency. They make mistakes, but do not view them as failures. Instead, they think of them as learning experiences, simply the next step.

The value of leadership cannot be overstated. Leadership can be felt throughout an organization. It gives energy, pace, and empowerment to the work. Yet, does all this apply to ministry? It certainly does to the business side, and ministry skills are just as essential in dealing with boards and personnel as with the congregant. Although clarity of vision is vital, how one communicates this vision is also essential. To be effective, communication must be about the

ministry, about ideas, and about issues. This is done in a way that communicates excitement and enthusiasm, so that people clearly understand what the vision is and want to give their personal support to it.

References:

Bennis, Warren. *Why Leaders Can't Lead, The Unconscious Conspiracy Continues*. Los Angeles: University of Southern California, 1989.

Bartolome, Fernando. "Nobody Trusts the Boss Completely--Now What?" *Harvard Business Review*, March-April, 1989, pp. 135-142.

MODEL

Cont'd from page 3

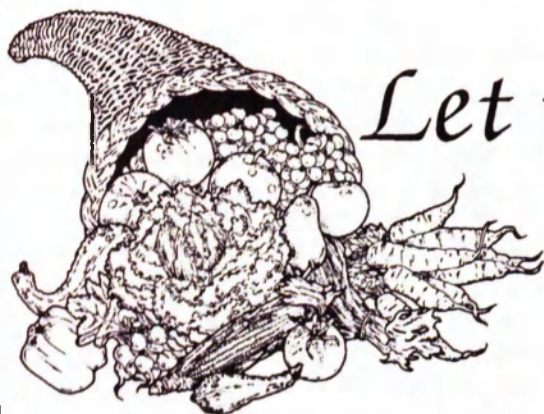
an individual ("body as a temple of the living God") worshipper, they really want life-transforming experiences.

Your assignment, then, should you decide to accept it, is to continue to "model" for others being loved and loving and then to continue to "empower" them to do likewise.

An example of rapid changes is seen in our language. Just a very few years ago, teachers talked of modeling and enabling.

With operational definitions and connotations changing with "enabling" we now choose "empowering."

Model and Empower, M.E. = Me.



Let us give thanks. . .

Our Association Staff wishes to express our sincere appreciation to each of you individually for the support, love, and commitment to Unity you express. Ministers, licensed Unity teachers, board members, church staff workers, volunteers, Truth students everywhere:

WE GIVE THANKS FOR YOU!!

Happy Thanksgiving

CHURCH GROWTH BY RADIO



Carolyn Craft
Radio/Media Coordinator

"Word-of-Mouth" or Radio

On occasion I receive inquiries about measuring a Radio campaign's response or "success" and is word-of-mouth more powerful? This question has surfaced primarily because of a survey recently printed in CONTACT regarding word-of-mouth as the most influential in attracting newcomers.

Yes, word-of-mouth is a positive way of measuring congregational and newcomer response. Yet, when measuring the number of potential congregants being introduced to Unity via broadcasting versus one-to-one contact, consider the following:

Radio or any media has a different agenda than word-of-mouth. Any broadcast outreach program (meaning a program designated to reach persons beyond and including your current congregation) is designed to touch lives by 1) sharing a message of Truth; 2) inviting participation in church or center activities; or, 3) both. Yet, marketing alone cannot "make" a church inviting or a particular church feel like "home." Your media outreach is meant to bring teacher and seeker together in community. People then return when they believe

they are gaining something from participation and/or are reminded of a new activity, a guest speaker, etc., currently being showcased by your church.

Word-of-mouth response and media outreach have different objectives, yet, do compliment each other. An outreach program by way of broadcasting increases the opportunities for more people to learn about your center months, or even years, before "word-of-mouth" reached them. In using the media you are also accomplishing several things:

① You are tithing to your city by giving thousands a message of hope. . . of Unity. . . of inspiration and enlightenment.

② You are informing the people in your community by letting them know who you are and where they can find you.

③ You are transforming any negative idea held in the mind of those in your

city about Unity through a positive, uplifting message. This serves to bless potential new congregants as well as your current congregation.

④ You are reaching people who are unchurched in a very personal, yet safe, unobtrusive way so when they are ready they will be familiar with you and your ministry.

Your gift through a message of Truth beyond the walls of your church will serve as a conduit to bring teacher and student together. Perhaps then a friend, relative, or work associate will be found to bring them in by word-of-mouth.

The benefit as well as the challenge with respect to radio in particular is in its personal way of speaking to people. Radio reaches over 98% of all persons age 12+. Radio speaks to them while they are in their car, at home, at work, in the park, etc., and it appeals to their

See RADIO on page 9

1991-92 NEW RADIO PRODUCTIONS AVAILABLE

4036	"Learn More About Unity"	4 :60-second messages
4037	"A Moment in Time"	7 :60-second messages
4038	"Coming Home Testimonials"	6 :60-second messages
4018	"Come Grow With Us"	6 :60-second messages

The price for this total package, ready-for-air (\$14,000 value) reel/reel tape has been revised from \$125.00 to \$25.00. This will cover our studio dubbing charges. In making these campaigns available through this minor charge to you, more ministries will be able to use media funds for the purchase of airtime on radio stations. THIS REVISION IN COST REFLECTS A NEED TO GET THESE TAPES IN THE HANDS OF MINISTERS AND THEIR BOARDS SO TO HAVE THESE SPOTS ON THE AIR. Look for your "sampler" cassette, which highlights these messages, coming to you in September!

*I am going to broadcast the seed,
and let the wind carry it where it will.*

- Teilhard De Chardin



Joann Landreth
Expansion Coordinator

Procedure for Starting A New Affiliated Group

As Director of Expansion, I eagerly look forward to inquiries about the process involved for starting a new church. The establishment of new churches is a major thrust of the Association of Unity Churches, and one I feel we all are eager to see fulfilled. Often ministers, licensed teachers, or even lay persons are so eager to get under way with the project of developing a new ministry that they fail to check with this office for the policies involved in starting a new church. In June at the annual preconference and conference activities, the members of the Expansion Committee reviewed and revised the PROCEDURE FOR STARTING A NEW AFFILIATED GROUP. The procedure, listed at right, was approved by the Association of Unity Churches' Board of Trustees and ratified by the conference body.

To have your ministry appropriately recognized and approved by the Association of Unity Churches, this procedure is to be followed. For more information or assistance in starting a church, or expanding and growing an existing study group, please feel free to call or write to me. Part of my job fulfillment is seeing new ministries being born. God bless you, you are loved and supported!

Procedure for Starting A New Affiliated Group

This is the procedure which needs to be followed by those who plan to start a new Unity group in an area where there is an existing Unity ministry.

1. Contact the Director of Expansion in the Association office with a written proposal of ministry planned.
2. Director of Expansion will contact in writing the nearest ministry and all ministries within approximately 20 miles. Area minister(s) and/or board(s) of directors should send letter of response to the Director of Expansion of the Association of Unity Churches.
3. After the responses from area minister(s), within approximately 20 miles, have been received by the Director of Expansion, the Regional Representative will be contacted by the Director of Expansion for a letter of response.
4. After the above has been completed, if approval has been given by the Director of Expansion and Regional Representative and area ministry(s), a minimum of 5 miles shall be used as a guideline in determining the location of the meeting place if within the same city or an adjoining city. (In some instances, a distance of less than five miles may be approved; conversely, there may be times when a distance of 20 miles may not be enough).
5. Approval of at least two parties (Director of Expansion, the Regional Representative and/or area minister(s)) is required to proceed with the development of the church. Should only one party involved give approval, the matter will be referred to the Executive Committee for review and possible approval. If the location selected is less than 5 miles distance from an existing ministry, again the Executive Committee shall review and consider for possible approval.

(Revised 6/91)



Shay St. John
Director of Development

Investing in Our Vision

When asked to list their least favorite things to do, most people include asking someone for money along with other "choice" jobs, such as speaking in public, working as a prison guard, and operating a jackhammer. There is a common aversion to asking another person for money, even when it is for a worthy and noble cause. Their rationale for this is "not wanting to put someone on the spot" and/or "fear of rejection."

How well we all understand this! As a field minister for over twelve years, I carefully avoided asking for money, this most necessary tool to successfully run our ministries. I accepted the Unity "myth" that the Fillmores never asked for money. They looked to God only as their source and, in so doing, they relied solely on love offerings. Research into their past has proven this idea to be a myth. (If you would like more information on this, write to our Development Office for "Timeless Treasures from the Fillmores." In it, you will find that our founders sold bonds and bricks, held out closing their cornerstone for more people to be a part of it, and even used that most unlikely of ideas--pledges.)

However, let's look for a moment at our desire not to ask others for money.

Could it be we need to revise our language to define what we are really doing? When we truly believe in the work before our ministries, we are not asking for money. Instead, we are inviting others to invest their resources in our vision. This vision includes letting our Unity Light shine forth brightly so that all who are ready to respond to its radiance may find a spiritual home that is comfortable, loving, and expressive of the nurturing, healing energies of the indwelling Christ.

Our Unity ministries provide opportunities for those who have been blessed by its teachings to invest in a tangible way in a strong future foundation for Unity. Within our Association of Unity Churches, we affirm an ongoing commitment of service to you, our member ministries. Your willingness to be the lightbearers of Unity's positive, practical message of Christianity provides inspiration, healing, and hope in our world.

Let it become a JOY to ask others to share our vision. The next time you are asked to become part of a team to develop the financial health of your Unity ministry, say "YES!" I invite you to invest in the future of our Unity movement through your financial support of the Unity ministry in which you are active. I further invite you to invest in the global vision of Unity by investing in our Association of Unity Churches as it expands its services throughout the world.

Our new headquarters provides the needed space in which to do the work that is before us. You make the difference in the quality of these services through your tithes and love offerings. Each dollar given is an investment in our spiritual growth. Unity has the treasures in the quality and service each ministry deserves!

**N
O
T
E** Our Association of Unity Churches is no longer affiliated with the "Unity Connection Check Program" of Seattle, WA.



HAPPY HALLOWEEN!
October 31, 1991

RADIO

Cont'd from page 6

imagination. Each soul "sees" what they want or need to "see" within each message. Therefore, it is very personal. Radio appeals to the invisible--and is made visible in the theatre of the mind.

There have been studies where people were asked why they responded to a particular advertisement. They often said they "saw" a TV ad when in actuality a visual ad never aired--just radio. The message was so powerful and visual to them that they "saw" an ad in their mind. This response is often reflected as "word-of-mouth." When ministries are using some form of broadcast outreach to let people know who and where they are (three out of five families move within each) many more souls are reached. As a result, over the years, these seekers are attracted to a church or center. . . a place where "community" is made aware to them so they may share and grow with like-minded individuals.

I encourage you to continue with your vision to reach beyond the walls of your church or center via broadcast. Unity's time has come! THE WORLD DELIGHTS IN OUR MESSAGE! As ministers, you have chosen a lifetime commitment to personal transformation. As messengers and as teachers, YOU DO MAKE A DIFFERENCE IN OUR WORLD! Share your inspiration via broadcast. There are millions of hungry souls ready to embrace the Unity message.

Stay tuned!

Association of Unity Churches Minister & Employee Benefit Plans

Brief Memo From: Glenn Mosley

Dear Unity Collegue:

Our medical insurance premiums have remained constant two consecutive years, when industry prices have rocketed, largely due to the efforts of our Group Services Committee and our Benefits Consultant, Vince Peyton.

And we introduce our new pension plan (adopted by conference members June 10, 1991; effective July 1, 1991).

Jimmie Scott, a Group Services Committee member wrote the following letter; it is important: IT CONTAINS IMPORTANT INFORMATION FOR YOU NOW, AS WELL AS IN THE FUTURE.

To All Unity Ministers:

At least twice each year the Group Services Committee meets to determine what Insurance and Pension Benefits would provide the most value for Association ministers and church employees. This committee is over two decades old with members having experience in these fields prior to entering the ministry. In addition to retaining outside counselors, the committee maintains contact through outside sources such as the church pensions alliance. According to interdenominational studies, the Association of Unity Churches has provided very modern design in both the Insurance (Life and Medical) and Pension Plans.

You and your church could be missing out on a number of very important items if not enrolled in these plans. State and Federal Regulations create a much different, and usually better environment for church plans. Your committee, with outside help, has studied most of these areas and has given each of us opportunities to enhance our collective programs so they provide the most value for all. Once enrolled, the programs are portable, so you can move to another association church at your option, or you may keep them into retirement. Tax savings are potentially yours through the pension plans, not only during the contribution years, but also through the years you collect your pension.

Because these are plans for Association church ministers and employees, they are potentially bigger than any one church could obtain by itself. Bigger is not always better, but each of our total plan costs are amortized over all persons enrolled. So, the more people we have enrolled, the lower the plan expenses will be for all! The medical plan was last updated in April (with no premium increase) and a new 403(b)(9) Pension Plan was approved unanimously by the conference body in June.

As a minister who has been continuously enrolled in these plans for many years, and who has been serving on the Group Services Committee for the last three years I would ask you to look over the following descriptions of benefits. Then I would ask you to call Myra Moore at the Association office (extension 323) to ask any questions you have regarding the Association Insurance Plan, and you should call Young Bac (extension 322) with your questions on the Pension Plans. Please don't just ask questions, ask for the appropriate forms for enrollment.

Yours in the Christ,

Jimmie L. Scott

Minister & Employee Benefit Plans

*as recommended by the
Group Services Committee*

The Board of the Association of Unity Churches makes several valuable programs available to member churches for their ministers, employees and their dependents. These plans are under the guidance and direction of the Group Services Committee. Church plans are treated differently by both the law and by insurers. Special thought and expert assistance has been provided by the Association to bring you these valuable plans which may only be purchased through your Association of Unity Churches.

Voluntary Group Term Life

This plan (available to ministers only) is insured by CIGNA. You may apply for term life insurance coverage for you and your dependents. Coverage is available in \$10,000 increments up to \$100,000. Rates are based upon your attained age in five year increments. For example, a person age 43 may purchase \$50,000 of coverage on himself/herself (for \$18.25 per month), insure his/her spouse for \$50,000 (for \$15.75 per month), and have \$2,000 coverage on each dependent child (for \$.65 per month.) Further information and applications may be obtained from Myra Moore at the Association office at extension 323.

Group Medical Insurance with Term Life Insurance

This plan is insured by Northwestern National Life Insurance Company (NWNL), replacing the Travelers Insurance Company April 1, 1991. The Association is particularly pleased with this

Continued...



HEADQUARTERS

HIGHLIGHTS

News for the Field from our Association of Unity Churches
P.O. Box 610 • Lee's Summit, MO 64063 • (816) 524-7414

VOL. 1, NO. 3
OCTOBER/NOVEMBER 1991
PRICELESS TRUTH FOR ALL

25 Years of Service to our Field Ministries
Glenn Mosley, Ph.D., Executive Director
R. Scott Sherman, President

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

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

Living the Vision: Approaching the 21st Century

by Glenn R. Mosley

With the first edition of Modern Thought, now Unity, Charles and Myrtle Fillmore began, no doubt consciously and unconsciously, a worldwide movement known as Unity. They began three specific ministries: the Society of Silent Help (later the Society of Silent Unity, a prayer ministry), a publication ministry, and a spiritual education ministry.

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

The Association of Unity Churches (formed in 1966)

now totals 574 ministries (churches) and approximately 235 study groups (satellite ministries), well on their way to church status for a total of 809 ministries around the world.

We have a great history, a possible present, and an unlimited future. Our history is recorded, the present is being lived; regarding our future, one part of the Association of Unity Churches' mission statement, ". . . is focusing the vision of unity. . . in sharing with people everywhere the transforming principles as demonstrated by Jesus Christ." Added to this mission, in September 1988, our Association's Board of Trustees selected "Living the Vision" as an overarching theme to our Association projects and programs through the rest of this century.

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

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

It is entirely possible that this publication you are reading, Headquarters Highlights, will, in this second

Continued. . .

THE WAYS WE SERVE. . . WHAT'S NEW FROM US TO YOU!

Radio/Media: New radio spots are now available. A sampler cassette was mailed to ministers in September. The value of these new campaigns exceeds \$14,000. Cost to the churches and centers will reflect reel/reel dubbing charges only (approx. \$25.00). Let the Voice of Unity be heard.

1991 Y.O.U. Conference: The 1991 Y.O.U. International Conference in Winter Park, Colorado, had 537 delegates in attendance (16 from the Soviet Union). The majestic mountains, along with the excellent speakers and workshop leaders, made this conference perfect for spiritual growth. The 1991 conference was the first ever held away from Unity Village in the 54 year history of Y.O.U. and it is the largest attended conference to date. The 1992 Y.O.U. Conference will be at Unity Village with a highly limited delegate quota.

Adults of Unity: The first ever Adults of Unity Conference was held at Unity Village in August with 100 delegates. Keynote speaker Alan Cohen provided an opportunity for attendees to create in their lives the good available to them. This highly experiential conference was enthusiastically received by all. The 1992 Conference will be in June at Unity Village.

THIS IS YOUR SPACE. SEND US INFORMATION TO INCLUDE IN FUTURE ISSUES.

Possible topics to share:

. . .DEDICATIONS, ANNIVERSARIES
. . .SPECIAL CELEBRATIONS, OVERCOMINGS
. . .UNIQUE IDEAS

Include Our Association of Unity Churches in Your Will

Did you know that you don't need to change your present will to include our Association? A simple codicil amendment, properly prepared, will have the force of your will. It is far less costly than changing a will

For confidential information about codicil amendments or estate provisions, gifts of present or new life insurance, or pooled income fund, please call the Development Department, Mae Beach or Shay St. John at (816) 524-7414 ext. 350.

CONNECTIONS WITH OUR GROWING FIELD MINISTRIES. . .

Jonesboro, GA: Unity Christ Church of Today celebrated its 5th year of life on Sunday, September 15, 1991, with a Homecoming. Phillip Fischer and Margaret Serenity-Fischer serve as spiritual leaders.

Placements for MEP Graduates:

Carolyn Stewart - Unity Center of Muskogee, OK

Paul Tenaglia - Unity Church of Santa Fe, NM

Gary Sosbee - Unity Christ Church of Tampa Bay, Lutz, FL

David Pickett - Unity Church of Bucks County, Doylestown, PA (pioneer work)

Austin & Mary Hennessey - Unity in Coquitlam, B.C., Canada (pioneer work)

Ed Townley - Spirit Expressing, Portland, OR (pioneer work)

Stephen Newby - First Unity Church, St. Petersburg, FL (associate to Les Saunders)

Ed & Ruthann LeBlanc - Franklin Unity, Franklin, NC

Scott McClintock - Unity Church of Ann Arbor, MI

Nancy Worth - Unity of Tallahassee, FL

Linda Foreman - New Thought Unity Center, Cincinnati, OH (associate to Jack & Pat Barker)

Charmaine & Gerald Emerald - Unity Church of the Sierra, Grass Valley, CA

Living the Vision *Cont'd from page 1*

one hundred years which began April, 1989, help us to share and celebrate our past, to connect with others of like mind around the world and finally, through greater networking and communication, to assist us all (5 billion plus) in our living our own vision of who we are and what we are not only capable of becoming, but also of what we are capable of being.

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

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

Glenn Mosley has been Executive Director of our Association of Unity Churches for six years.

GIVING THANKS FOR MIRACLES!

By publishing date, we will be in the midst of moving into our new building. The joy of space in which to do the work before us is beyond words. One minister jokingly said we might need to start staff out in hallways before moving them into their offices so the shock would not be too great. Though only a joke, there is a factual base to the observation. For all too long now, we have grown topsy-turvy inside space that did not grow along with us.

Our new Headquarters Building provides the much needed present space in which to serve you well. Currently rented offices will be available as our growth unfolds and space requirements expand.

In this season of preparation for Thanksgiving and Christmas, we recognize and give thanks for the miracles that allowed this building to become available. It was Howard Caesar and Phil Pierson who first ventured the idea of exploring Resolution Trust Corporation properties. Their expression of this unusual idea led us to this property on the very day its price was reduced from \$ 780,000 to \$ 590,000. Two other potential buyers "missed" this price reduction, and our offer was accepted only hours before inquiries that would surely have resulted in a "Sold" sign.

The untiring efforts of Martha Mosley, our Director of Institutional Advancement, brought forth a floor plan to meet the needs of our staff while providing the most efficient and economical uses of that space. Our contractor is doing a magnificent job fulfilling those specifications.

Statements of Intent by our Board of Trustees, our Management Team and Development Office as well as our Capital Campaign Team, Architectural Review Committee, Finance and Budget, and many individuals have insured financing of this new home. (You are invited to join this "cadre of patrons" by contacting Mae Beach or Shay St. John in our Development Office for more details.)

The consistent, loving support from many of our field ministers and ministries has opened the way for us to move forward in the pursuit of this dream.

A lead gift from Catherine Ponder just prior to closing insured the financial resources needed to make our downpayment.

Miracle follows miracle!

OUR GRATITUDE OVERFLOWS:

- To the ministries who have already joined us in this vision to have our own home.
- To individuals who have invested in the future of our movement through their support.
- To other ministries and individuals who will join us in our vision of fully repaying our loan



within the next three years.

- For 9,400 sq. ft. in which to SERVE YOU!
 - 2,000 sq. ft. is on first floor
 - 7,400 sq. ft. is on second floor
- To an excellent construction crew who fills our requests quickly, efficiently, and economically.
- For a building to serve our projected needs for six to eight years, giving us time to build a strong foundation for future construction on Village grounds.

Help us make this purchase possible. Your prayers, your financial support, your ideas, your "gifts in kind," planned gifts, and matching gifts all come together to create a home for our Association that will serve and support you in ever-expanding ways. Contact our Development Office to learn ways you can make a difference in the work ahead for our international Unity movement.

Abbreviated financial overview: to fulfill the goal of repaying our "balloon note" on our new Building by January, 1995, requires \$ 35,000.00 per month in donations. Our average gifts at this time are \$ 21,000.00. You can MAKE A DIFFERENCE in the fulfillment of this goal!

Please remember: any gifts to our Building Program are a commitment over and above normal gifts to our General Operating Fund. Day-to-day expenses of serving and supporting our field ministries continue as we let our Unity Light shine forth throughout our world.

Your prayer support, financial gifts, input and ideas are deeply appreciated by all of us.

UNITY: POSITIVE, PRACTICAL CHRISTIANITY FOR OUR TRANSFORMATIVE TIMES!

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Association of Unity Churches

P.O. Box 610, Lee's Summit, Mo. 64063
(816) 524-7414

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SENT WITH LOVE AND BLESSINGS TO:



*Expanding our Future
as we Build our Dreams!*

**Extra copies of
HEADQUARTERS HIGHLIGHTS**

for your free literature table may be ordered
by contacting our Association of Unity Churches!

Individual subscriptions will be sent to your
home address at your request.

A love offering is gratefully requested to cover
publication and mailing costs.

If you are moving, please send us your new
address. The Post Office will not forward this mail.

Thank You!

*Please accept our most sincere
thanks for your continuing generous support
of our Association of Unity Churches.
Your love offerings allow us to reach out
to our growing global community
as we express ever-expanding
Reflections of Service.*

Our Association of Unity Churches:

A Global Network of Love

Serving our Unity Churches

Worldwide!

most successful program. Your Association group medical plan has experienced increases at less than half the national average over the last five years. Costs have been contained by careful consideration of plan design, by allocating rates based upon the geographic area and age of participants. The program has a calendar year deductible of \$200 and includes wellness benefits for participants. As this plan continues to grow, the insurer reduces its per participant expenses, we, therefore encourage all churches to obtain their group health insurance through this arrangement. Further information and applications for coverage may be obtained by calling Myra Moore at the Association office at extension 323.

Tax Sheltered Annuity Plans

Two plans are available for you and your employees. You may invest up to \$9,500 per year in the Tax Sheltered Annuity plans as determined by the Internal Revenue Service (you may invest up to a total of \$30,000 per year as a "make-up" contribution). Both of the Association plans have special provisions applicable only to church plans and ministers. Ministers benefit through the use of the **Manse Allowance**. Through special regulation your Association plan allows you to save money for your retirement free from federal and most state income taxes and allows you to receive much or all of these dollars back later, also free from most taxation. Other provisions only available to church plans are provided for you and your employees benefits. Information and applications for these two plans may be obtained by contacting Young Bac at the Association office at extension 322.

The **Principal Mutual Life Insurance Company** plan is available with very competitive fixed rate guarantees (typically up to three points higher than bank savings plans). Participants may choose between two or five year investment terms on new money and existing maturations. The Principle has contracted with the Association for over

twenty years and updated plan documents were approved by the conference body in June, 1991.

The **Wright Investors' Service** plan is the Association's latest addition of benefit plans available to ministers and employees. This new "403(b)(9)" plan replaces the former MPPP plan as ap-

proved by the conference body in June, 1991. Wright successfully managed the investments for the MPPP plan for over twenty years. Five investment options are available for participants to choose from including two domestic stock funds, an international stock fund, a bond fund and a money market fund.

Sparkplugs

Talk Topics and Sermon Starters from Unity publications

This month:

A Daily Guide to Spiritual Living by Jim Rosemergy, 502 pages, \$19.95

Unity minister Jim Rosemergy's new book addresses that seemingly impossible task--change. *A Daily Guide to Spiritual Living* is written simply, presenting explanations about what is going on within us as well as instructions and exercises designed to bring about change.

A Daily Guide is an astounding accomplishment in today's world of analyzing and labeling human conditions and writing books for specific challenges. How did Jim do it? His secret is to address what he calls the "sacred human"--the inner self where high-court judge and lowly offender are significantly alike. Within, we are all expressions of God--it is the outer expression that varies.

A Daily Guide is suitable for anyone who has contemplated making changes in their life. Whether the reader is a beginner on the road of spiritual discovery or a seasoned traveler looking for renewed direction, this book offers excellent personal guidance by encouraging actual participation.

Endorsed by the Unity Movement Advisory Council and seven years in the making, *A Daily Guide to Spiritual Living* has already received splendid reviews. Unity minister Dorothy Pierson proclaims it an excellent textbook for group effort. "Being a teacher, I could see people meeting to share in the past

week's assignments and benefiting by that support."

But the book can also be used as an aid to personal spiritual growth. "*A Daily Guide*," writes the Reverend R. Scott Sherman, "is an excellent combination of the best of Charles Fillmore's ideas, Unity's commitment to daily prayer, and the latest transformational disciplines. I found it both an inspiring and challenging way to live Unity principles every day. It was an ideal companion to my *Daily Word* prayer times and a 'portable' reminder of each day's focus."

We are excited about this new book. We feel it is one of our finest publications to date. The book is printed on recycled paper, in a convenient-to-use size. Special binding helps the book remain open at the page being used. There is, of course, ample room for entries. You will refer to this book again and again as your spiritual growth continues.

A Daily Guide to Spiritual Living needs to be in your library--several copies in fact--but it is primarily a personal book. Stock up your bookstore and make this revolutionary book available to everyone. *A Daily Guide to Spiritual Living* can be purchased through the Sales Department of Unity School of Christianity, Unity Village, MO 64065-0001. To order by phone, call: (816) 251-3571.

FINANCIAL STATEMENT

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special.

ASSOCIATION OF UNITY CHURCHES Statement of General Fund Operations Three Months Ended June 30, 1991

INCOME-OPERATIONS	June	Year to Date
Love Offerings	\$ 48,795.42	\$225,672.31
Other Income	7,018.90	11,262.31
	<u>\$ 55,814.32</u>	<u>\$236,934.62</u>
Less: Tithe Transfer	5,719.58	24,855.01
	<u>50,094.74</u>	<u>212,079.61</u>
Gross Profit Material	7,924.40	15,340.92
	<u>\$ 58,019.14</u>	<u>\$227,420.53</u>
Total Income		
EXPENSE-OPERATIONS	\$ 77,328.20	\$241,101.70
Development		
Building		
INCOME OVER (UNDER) EXPENSES:	\$ (19,309.06)	\$ (13,681.17)

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

Month of May: \$8,829.63

Year to Date: \$18,187.11

Building/Development Fund

INCOME-OPERATIONS	June	Year to Date
Love Offerings & Others: Building	\$ 29,522.92	\$214,556.79
Love Offerings & Others: Development	26,068.37	26,613.16
Interest & Dividend	488.80	1,217.22
Total Cash Income	<u>\$ 56,080.09</u>	<u>242,387.17</u>
Cash Disbursement		
Development	12,290.86	38,087.81
Building	4,854.08	36,463.59
	<u>\$ 17,144.94</u>	<u>\$ 74,551.40</u>
Total Cash Disbursement		
NET CASH BALANCE THIS YEAR:	\$ 38,935.15	\$167,835.77
Cash Payable in July '91 (Building Closing)		<u>\$(119,777.59)</u>
NET CASH BALANCE AFTER BUILDING CLOSE:		<u>\$ 48,058.18</u>



Robert Ellsworth
Director of Education

Farewell

When you read this, I will have left the Association of Unity Churches as Director of Education. At the time I write this, I do not know what God has in store for me, but Spirit has revealed so clearly that it is time for me to leave. As I write these words, I feel sadness--and also satisfaction. Sadness for leaving a job that has in so many ways been such a good fit between the gifts that I have to offer, and the opportunities to offer these gifts. Satisfaction in seeing so many of the things I have offered to you received so well.

I want you to know that I have thoroughly enjoyed serving you in so many different ways. I have enjoyed your response to my articles in *CONTACT*. In looking back at those articles, I believe your greatest response has been to my series on the "Hero Journey." Life isn't always predictable, and it sometimes gets downright uncomfortable. But behind the discomfort, something greater is trying to be born. This is how I feel about leaving the Association and my contact with you. I don't know what is next, but I do know that something greater is trying to be born.

I have enjoyed serving you in other ways. Hundreds of you have been touched by the various seminars and workshops I have helped to create. Licensed Teachers Postgraduate Week has always been an enriching experience for me, and I know for many of you as well. This past June, I was honored with the annual "Wheaties Award," an award given for outstanding service to licensed teachers. Betty Pilgrim, last year's wonderful recipient, passed on to me this wonderful symbol of your recognition and gratitude. Over the past four years, it has been my joy to witness an increased sense of professionalism among the licensed teachers. In several regions, the licensed teacher representative now serves on the regional board, working with ministers to bring Unity into the lives of more and

more people.

I have enjoyed serving both ministers and licensed teachers by creating a very popular workshop, "Gifts Differing in Relationships and Leadership." Many hundreds of people have come to know and honor their "giftedness" through these workshops given at Unity Village, regional and national meetings, and in many churches throughout the Unity movement. I remember Glenn Mosley saying to me shortly after my arrival at the Association four years ago, "Robert, could you create a workshop that would help ministers and licensed teachers discover that they don't need to be all things to all people?" I can still remember feeling, "I don't have the faintest idea how to begin." In the middle of my perplexed state, I happened to see an advertisement for a book from the Alban Institute called, *Personality and Leadership Style*. On a hunch I ordered the book, and it introduced me to the Myers Briggs as the perfect tool for helping people get in touch with their own "Gifts Differing." Through this workshop, I have come to honor my own unique gifts, and I have seen many of you experience this as well.

One of the things that I have enjoyed most is teaching in the Ministerial Education Program. I have come to know over 150 new ministers through this experience, and have learned as much from them as I have shared with them. In fact, one of the things I am truly grateful for is my own personal and spiritual growth during my four years at Unity Village. I would say that it has been the most growing period in my life, and I give thanks for this.

And finally, I am thankful for the opportunity to explore the fascinating area, "Transformative Teachings of Unity Field Leaders." Approximately 500 of you have now shared with me the spiritual teachings that have transformed your life the most. The teachings within the Unity movement are powerful catalysts in helping us change our lives. Probably the greatest insight provided through your sharings is that EACH person's spiritual journey is truly unique. Each person has a unique "entry point" into spiritual life, and a unique pattern in the sequence in which certain teachings appeared in his/her life. A recent workshop participant shared the awareness that, "I didn't select which teachings came into my life; each teaching selected me in its own pattern and timing." Spirit is truly in charge of our lives. I am thoroughly enjoying and plan to continue writing a book which will share with you the richness of our teachings in changing lives.

Thank you for giving me the opportunity to serve you. I am truly grateful to the Association of Unity Churches, Unity School, and to each of you for blessing my life so profoundly.

Lovingly

Light on the Path



Trish Robinson
Licensed Teacher Consultant

Teachers in the Great Lakes Region will immediately recognize the following from your recent newsletter. When I read it I said, "Trish, this has got to go in CONTACT." This is really good stuff from Beverly Shade. Love and best blessings.

You Are Organized

You remember the Myers-Briggs Type Indicator which indicates most Unity persons are intuitive-feelers (not well organized) as opposed to the sensing-thinkers (better organized)? Well, do not despair--in Spirit you are organized. I fall a bit into the crack between these personality types so I offer you some organizational tips that seem to work for me.

Given the nature of a licensed teacher's purpose, you are probably an "information gatherer and dispenser." However, information is no good if it isn't properly gathered and findable for dispensing. So, let's look at ways to gather and find.

Gathering Information

I. What You Will Need:

- a small plastic tray/basket approximately 9" X 6" into which you place the following:
 - a mechanical pencil with good eraser and extra lead.
 - a highlighter pen.
 - a pair of small scissors or Exacto knife.
 - Scotch brand removable tape. (available from Quill Corp. (see address at end of article).
 - colored, plastic coated paper clips.

- small "tot size" stapler and staples.
- staple remover (if not on stapler).
- small UHU or Elmer's glue stick.
- paper punch (hand held, one hole type)
- self-adhesive notebook hole reinforcements.
- small 6" or 8" ruler.

Now, the secret here is NEVER totally remove any of these items from the tray or basket. Instead, pick up the WHOLE tray when going from place to place about the house. That way ALL items remain together so you're not spending valuable time looking for a needed instrument.

II. Where and How to Start:

- clipboard with a scrap paper supply if your notes will later be transferred to a permanent source. (A good source of scrap paper is the plain backs of all those junk mail letters you receive.)
- IF your notes are to be permanent, you may wish to use a legal sized note pad.
- IF your source is a book, you may wish to use the highlighter pen to mark important sentences, etc. (Do this ONLY if the book is yours!)
- IF your source is borrowed you need to make notes as you go.
- magazine articles clipped may be stapled to keep them from becoming separated. (Paper clips allow items to become separated or may grab an unrelated item.)
- mark the upper right-hand corner of your article with some sort of file word (preferably in red) so you can tell at a glance the article subject. Try to be consistent with file names so you can file like things together later.
- always keep the originals of any clipped items or magazine articles--they photocopy best.
- to file your notes/articles you may use a file cabinet, a cardboard file box, or a plastic milk crate.
- to hold your related notes/items get some manila or color-coordinated file folders on which you write the file names you placed on the upper right-hand corner of your articles.
- you may choose to use notebooks instead of folders and a file box. If so, the slant-D ring notebooks are best as they hold MUCH more.
- use tabbed dividers in your notebook to keep related articles and/or notes together.

One of the best and least expensive sources of office supplies is: **The Quill Corp., P.O. Box 4700, Lincolnshire, IL 60197-4700.** They make many items under their own name which sell for less, especially the slant-D ring binders. If your church does not have one of their catalogs I suggest you send for one. This firm has a very good reputation.

YEAR OF THE CHILD NEWS



Judith Venturini
Year of the Child Coordinator

This June at the ministers' conference, the first copy of the **Year of the Child** (YOC) newsletter was available. The ministries that did not pick up the YOC packet at conference were mailed one at the beginning of July. So, hopefully all the ministers have seen the latest updates on the **Year of the Child** and have shared it with their youth education consultants.

The newsletter will be printed on a quarterly basis. There has been much positive feedback about the newsletter and this will be my primary mode of communication to the field. More importantly, the newsletter is your link to one another. Through sharing the projects that you are undertaking to enhance the lives of the children in your churches and communities, you will become a source of inspiration and encouragement. Therefore, I invite you to write to me and let the Unity movement know the exciting news!

To recap what was included in the packet and newsletter, here are the highlights:

- ✓ Letter to the minister and YED's encouraging them to begin to make plans for their YOC projects. It is important to note that this is not a one time celebration in 1993. The YOC Project is a way for the Unity movement to set into action projects that will empower and change the lives of children.
- ✓ Various articles written by spiritual leaders in our movement. Articles included ways to celebrate children in ministry, how to launch into the YOC, teaching truth, a "Kid's Day Out Program," space in the Sunday school, special activity for the YOC, and various ideas for workshops about empowering children.
- ✓ Announcement that, upon board approval, there will be a postgraduate week in 1993 for licensed teachers,

ministers, and lay persons which will focus on spiritual education for youth.

- ✓ Unity's Children Program Training Video was announced and is available through the Association.
- ✓ Words to the official YOC song called "Growing Love" by Fred Bogert. The cassette is available through the Association of Unity Churches.
- ✓ Announcement for the art contest for the children. All artwork should be submitted to me at the Association, and the twelve selected drawings will be used on twelve Sunday bulletin covers and a 1993 calendar. Deadline is December 31, 1991.
- ✓ Information on how to submit original music that teaches Unity ideas. The music will be part of the YOC Songbook for children and anniversary album which will be available in 1993. Deadline to submit the music is October 31, 1991. Send a cassette and/or lyrics to Fred Bogert, YOC Music Coordinator, 602 S. 9th St., Ft. Pierce, FL 34950.
- ✓ Clip art with the YOC logo to be used in your special projects at your churches.
- ✓ Affirmation cards to be used to affirm the YOC and your children.
- ✓ Brochure on "Rainbows For All God's Children" which is a program you can use to help children who have families that have experienced a separation, divorce, or death of a dear one.

Also the following items are now available through the Association of Unity Churches to help publicize the **Year of the Child** to your congregation:

→ Official Year of the Child Song

"Growing Love" by Fred Bogert, is available to you. Music and singing on Side 1/Music only on Side 2.

→ T-Shirts

White with purple YOC logo and words. Sizes: Adults L, XL; Childrens S, M, L. Allow six weeks for delivery. (Special orders of four dozen or more can be drop shipped to your church.)

→ Buttons

Order these buttons with YOC logo for each of your Youth Education teachers to wear. Ushers, board members, and other staff can wear a button for added publicity. Sell them as a fund raiser or as a give-away for your congregation.

Continued...

→ Affirmation Cards

A deck of 110 simply-stated affirmation cards with 77 different affirmations can be used in Sunday school or sold in your bookstore.

→ Affirmation Cookies

Yes, celebrate this year with Unity affirmation fortune cookies! Can be used at your New Year's Eve party, to celebrate the Chinese New Year or just for fun. A great way to raise funds by selling in bulk or individually (Allow 4-6 weeks for delivery.) Congregants can order them for their own celebrations.

The following projects are currently being developed for the **Year of the Child**.

Association of Unity Churches:

- ✦ 1992 Conference--displays, presentations, and workshops on children's issues.
- ✦ 1993 Conference--YOC theme--keynote speaker, other speakers, musicians, etc., all focused on children.
- ✦ YOC children's chorus (1993 conference).
- ✦ Dial-A-Story script for local centers.
- ✦ Booklet on family home celebrations and ceremonies such as advent and lent.
- ✦ Quarterly YOC Packet with ideas and newsletter mailed to each center.
- ✦ YOC Coordinator.
- ✦ Cassette music tape w/YOC song.
- ✦ Monthly YOC special bulletin covers drawn by children.
- ✦ Art contest for bulletin covers.
- ✦ YOU Joy Songbook.
- ✦ Children's Songbook.
- ✦ New YOU Regional Kid's Kamp.
- ✦ YOU sale of tiles for the New Association building.
- ✦ Children's Program Teacher Training Video.

Curriculum Task Force:

- ✦ Developing two simultaneous projects: complete re-write of Image and new curriculum.

- ✦ *Uniteen Image* completely rewritten.
- ✦ YOU minicurriculum on *Jesus the Way-Shower*.
- ✦ CONTACT insert poster of the YOC
- ✦ Series of radio spots designed for children.
- ✦ YOC banner and brochure.
- ✦ Certification programs for lay persons, licensed teachers and ministers.

Unity School:

- ✦ New books and cassettes for children
- ✦ Article series in *Unity* magazine on parenting and children.
- ✦ Children's Dial-A-Story.
- ✦ New children's products committee to create more on-going products.
- ✦ *Daily Word* article on children and prayer including one for parents to share with children calling Silent Unity.
- ✦ New prayers for parenting, school needs, and children's fears.
- ✦ Pamphlet to instruct adults to teach children how to pray.
- ✦ Special prayer cards will be sent to children who call Silent Unity.
- ✦ Toll-free Silent Unity number will be printed on all affirmation cards for children.
- ✦ New cyclical letters on "loving comfort for children" and "loving comfort for children whose pets have passed on."
- ✦ Monthly healing prayers for children.

I can be reached at the **Year of the Child, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063**. The telephone number where you can contact me is **816-524-7414, ext. 338**.

I applaud all the hard work being put into the **Year of the Child** on all levels. Everyone that I have had contact with has been very supportive. The continued prayers, love, and support will bring forth the vision we hold for our children. **WE DO MAKE A DIFFERENCE!**



Ray Wiggins
Int'l Youth Education Consultant

Better Recruitment of Teachers

This fall in churches all across our land the following scene could well be enacted:

As Emily is trying to leave for home after the morning service, Joan rushes breathlessly up and says, "Oh, Emily, wait a minute. I want to talk with you. You know we need a teacher for the third and fourth graders. We have looked everywhere and can't seem to find anybody to take the class. I don't suppose you would be interested, would you?"

"Well, how difficult a job is it?" asks Emily.

"Oh, not very; in fact if you don't want to come too often, it would be all right just so you get a substitute."

"What kind of training is there, and just what do I have to do?" questions Emily.

As Joan shakes her head in bewilderment, she stammers, "I don't know. Nobody has ever asked about training. I guess the minister would maybe sit down with the book and go over things. Look, I don't want to rush you, but I am in a hurry. Will you help out or not?" "Gee, Joan," sighs Emily, "I don't know, maybe you had better get somebody else."

Fanciful? Perhaps, but not altogether. Is there a better way to recruit teachers; and, if so, what is it? The answer is yes, there is a better way! As I have observed and worked with churches, those that are having success possess several things in common that are secrets of good teacher recruitment.

Factors At Work

First, these churches are asking people to teach for a *definite length of time*. It may be one, two, or three years. But when people are recruited, they know that they are being asked to serve a definite period of time, not "until

Recruiting Ideas

Karen Johnston, Youth Education Director at Unity Church of Truth, Seattle, Washington, points out that good communication among a church's teachers is a key factor in encouraging persons to take on the role of classroom teaching. Here are six ideas to facilitate such communication and create a climate of openness:

1. Let the superintendent be available before classes begin and at the end of church school, so that teachers can share feelings, ideas, and questions.
2. Send out a monthly letter announcing meetings, sharing teaching ideas, and thanking persons for jobs well done.
3. Keep a bulletin board especially for teachers and ask them to check it each Sunday for messages.
4. Encourage telephone conversations among the teachers. Let the superintendent's number be widely known.
5. Earnestly try to plan convenient and effective teaching staff meetings on a regular basis. Having a written agenda is especially helpful.
6. Make it comfortable for teachers to express their genuine feelings. Provide a climate of support in which the whole staff works together to help everyone improve.

they die in the harness."

Secondly, teachers are being given definite *times off* during the year. Some churches have a different program and staff during the summer. Some have definite trained substitutes.

It makes a difference if a recruiter can say, "Mary, we need a kindergarten teacher who is good at telling stories. We know you love little children, and we know you are a good storyteller. That is why we want you to fill this teaching position." In this way the recruiters are asking persons to serve in ways that use their best talents and their best strengths. Next to a definite term of service, this is the most important factor in successful teacher recruitment. Others have different time-off arrangements.

A third factor that characterizes these churches is that teaching is offered as a *challenging, meaningful ministry*. There are teacher dedication services in front of the entire congregation. There are various ways at the end of the year that the congregation says "thank you" to teachers for work well done. In many churches those who are teaching expect that this is the main ministry they are called upon to do. In many different ways the congregations say to the teachers, "What you are doing is important, and we appreciate you."

In my experience, churches that are having success recruiting teachers have committees that sit down, look at the teaching slots that they have to fill, decide what

Continued...

UNITEEN/YOUTH OF UNITY/ADULTS OF UNITY MINISTRY

particular skills are needed in those slots, look over the congregation to find people who possess such skills, and then recruit these persons to help.

High Calling

Churches that are having success recruiting teachers are presenting the opportunity to teach in a way commensurate with the high calling of teaching. There is no quick telephone call, no quick asking on the spot. Instead, usually with a team of two persons, an appointment is made with the prospective teacher when the recruiting team can sit down, talk about why they want this person to teach, answer all the person's questions, and ask for a prayerful decision.

Another very important characteristic of churches that are having success recruiting teachers is that there are well-planned teacher education events to provide teachers with an opportunity to grow and develop in their jobs.

Recruiting teachers is not easy. But these are some ways to make the task a pleasant, rewarding, and meaningful one.

On the other hand, if people are recruited for an indefinite period of time, offered no training, asked to take on teaching with a myriad of other church jobs, offered no encouragement or thanks, they will possibly should shun this calling.

The choice is yours. The reward in developing well-recruited teachers in a growing, learning church is boundless.

More Recruiting Ideas

1. Invite parents into the classroom on a monthly basis

Ask parents to give one month a year to assisting the teacher in their child's classroom. This enlarges the number of persons in the class and may provide some unique skills not otherwise available. It may also expose persons to teaching and build willingness for later teaching responsibilities.

2. Let friends recruit one another

Persons frequently are willing to teach with friends or acquaintances that they know. Let them suggest names of persons with whom they would enjoy working.

3. Use short-term opportunities to interest persons

Use Vacation Church School, usually one week in length, to expose people to teaching on a definite, time-limited basis. They may discover they enjoy teaching, can do it, and really will have your support. They might then be willing to teach on a regular basis.

New Y.O.U. Resources

Joysongs, Joysongs, Joysongs, Joysongs, Joysongs, Joysongs, Joysongs, Joysongs

This book, published by the Association of Unity Churches, contains over 50 songs for use in group singing ranging from fun, action songs to meditative music.
#1368 Uniteen/Y.O.U. \$8.50

"Jesus the Way-Shower" by George Beshore

"Jesus the Way-Shower" is a twelve-week course for Youth of Unity classes. This material is presented in an easy-to-use format with special material for teachers and students.

The teaching material, published by the Association of Unity Churches, is organized around twelve one-hour classes. Each session includes opening and closing activities, including prayer and meditation; a brief story about events in the life of Jesus and creative activities for students that will help them understand the metaphysical meaning of each episode, and draw from it lessons for living in the world of today.
#1369 Y.O.U. \$9.95

Available from the Association of Unity Churches
P.O. Box 610, Lee's Summit, MO 64063
816-524-7414, ext 324

Announcing 1991 Winners of the James Dillet and Billie Freeman Y.O.U. Creative Writing Awards

First Place (\$1,000 college scholarship) to:
Ann Marie Sugg, Great Lakes Region
for her article "Walking In"

Second Place (\$600 college scholarship) to:
Justin Rataiczak, Eastern Region
for his poem, "Love"

Third Place (\$200 for Y.O.U. Int'l conference) to:
Joy Douglas, Southwest Region
for her article, "Standing on the Sand"

Participants have to be members of a Y.O.U. Chapter, submit only writings not previously published, no more than 2,000 words, original creation. It is encouraged that the material be reflective of a truth principle and/or Unity's way of life.

The Youth of Unity sends its love to Mr. and Mrs. Freeman for establishing this award to encourage creative writing among our teens.



Carolyn Kruhm
Uniteen Coordinator

Uniteens Serve Others

Junior high teenagers are at an ideal age to introduce them to service projects. They are in a discovery mode and they want to explore new avenues, new ways of interacting with other people, and being of service is a great way for them to do this.

For many adult leaders, however, "service project" implies a weekend or week-long trip to another community or even another country. Although this can be extremely rewarding, it is not at all necessary to experience the joys that come from being of service to those near by.

If you keep your service project within your community, it can be an ongoing project. For example, your Uniteens can decide to adopt a particular family in the community (work with your community agencies to find the name of an appropriate family or perhaps there is a family in your church whom you can work with). Once a family has been adopted your group can work with them throughout the year, providing clothing and food when necessary; offering babysitting services or a fun outing for the children in the family, etc.

Contact your local agencies for projects that can be done locally by your group. These may include small fix-up jobs in someone's home, yard work, or just spending time with a homebound patient.

Your group can also provide service to the members of your church. The projects mentioned above can be provided for someone in your church. You can have a clean-up day at the church where your group comes in and does yard work, scrubs the walls or paints in the children's area. Look around your church, there are probably many things



Announcing

International Y.O.U. Conference 1992

August 8-14

Unity Village, Missouri

Adults of Unity Rally 1992

August 15-21

Unity Village, Missouri

that need to be done and your Uniteen group is the perfect group to do it!

Before getting started on any project, make sure you get approval from your church board or minister for such projects. And be very clear about exactly what is needed and how it is to be done. Then your group won't have to go back and redo a project!

An easy ongoing service to your church members is to provide escort service to their cars on a rainy Sunday. Purchase several large umbrellas to be kept at the church. Then on a rainy Sunday have the Uniteens provide a dry escort to their cars for your members. If you have Uniteens who don't want to go out in the rain, let them stay in the foyer and organize the escorts.

Providing service projects for Uniteens gives them a sense of contribution and belonging. Remember that your project needs to be well-organized with a specific purpose and guidelines. Then watch your Uniteens have fun serving and learning about their community and themselves at the same time!

If you have a service project that your group has done, please send a description of the project and the results to me and we'll include it in the next Uniteen Information Packet. Send your description to **Carolyn Kruhm, Uniteen Coordinator; Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063**. Thanks for sharing!

Important Dates For 1991

Skills Demonstration Seminar

Oct. 26-Nov. 1

Important Dates For 1992

Mid-Year Committee Meetings

Jan. 19-24

Executive Committee Meetings

April 12-17

Skills Demonstration Seminar

April 25-May 1

Board Member Seminar & Retreat

May 16-21

Pre-Conference (St. Charles, IL)

June 12-16

Conference (St. Charles, IL)

June 16-21

Licensed Teacher Postgraduate Week

June 27-July 3

Skills Demonstration Seminar

August 8-14

Youth of Unity Conference

August 8-14

Young Adults of Unity Rally

August 15-21

Executive Committee Meetings

Sept. 13-18

Board Member Seminar & Retreat

Sept. 19-25

Skills Demonstration Seminar

Oct. 31-Nov. 6

1992 Regional Conferences

Attention Regional Reps:

Please advise Nira Schreen in the Association office (816-524-7414, ext. 352) of the dates and location of your region's conference for 1992.

ASSOCIATION OF UNITY CHURCHES®

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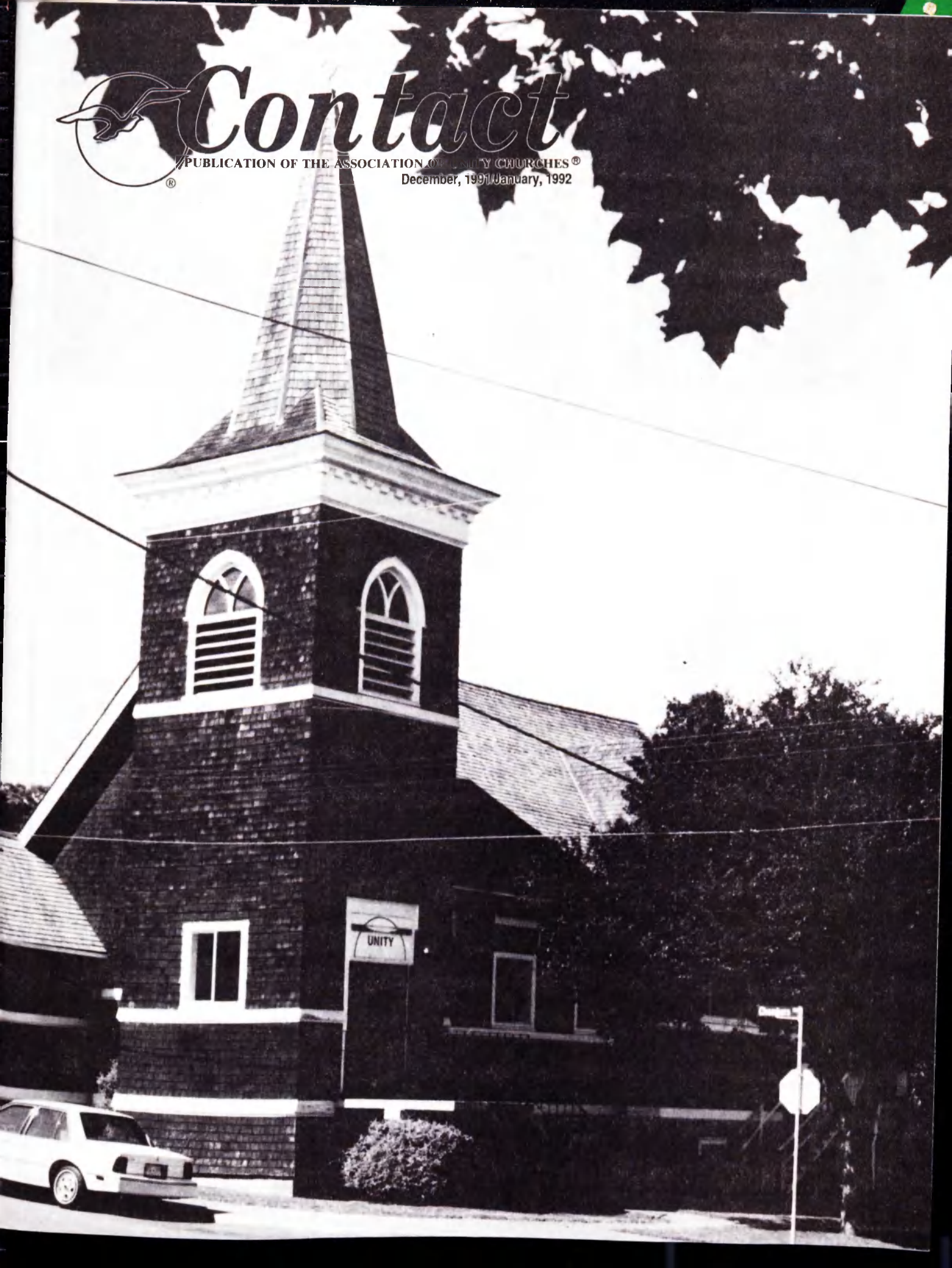
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Contact

PUBLICATION OF THE ASSOCIATION OF UNITY CHURCHES®

December, 1991/January, 1992



THE PRESIDENT'S LETTER



R. Scott Sherman
Unity Temple
San Francisco, California

From Emergency to Emerging

I am writing this column to you as I hear the sound of emergency vehicles rushing to a huge fire just across the Bay in the Berkeley and Oakland hills. Reports indicate that this may be the largest fire in Oakland's history and over 100 homes may be involved. Even though I am more than ten miles away, the sky is a dirty yellow-brown color. Fortunately, to this point there appear to be few injuries.

The fact that this is happening almost exactly two years after the 7.1 level Loma Prieta earthquake here has caused me to reflect again on "emergencies" and how important my Unity friends and colleagues have been to me during times of crisis or personal need. I remembered how often both friends on the Association staff and our membership called or asked sincerely if they could support me during times of challenge in the ministry or my personal life. I remembered how often I received a telephone call at just the "right moment" from a fellow minister who simply was just "thinking of me" and decided to call

when "no one knew" just how much I needed to hear a colleague's friendly voice. The ministry is a unique calling. It is difficult to try to "organize" a sense of caring in a large organization. I have had ministers complain bitterly that "no one called" during a tough time while others (like me) experienced remarkable support. I wondered why there was such a difference in our experiences.

Then I remembered something else. In my earlier years in the ministry (and my life as a whole) I was afraid to admit any professional or personal frailty or concern. I kept almost all of them totally bottled up. I even erroneously believed that my wife wouldn't know when something was bothering me. Perhaps I believed that acknowledging that I faced one of life's problems was a violation of some basic Unity teaching or revealed weakness about my training or character. Because of this, I remember feeling very alone at times yet I wouldn't reach out for support.

In my talks with other Unity ministers (especially informal one-to-one chats), I've heard others describe their ministry experience as "lonely" too. In one sense, a feeling of loneliness seems ridiculous with dozens of activities conducted every month that include many, many loving people. Yet they say there is often too much loving "contact" and too little loving friendship. They say, "There is no one I can really talk to about my own spiritual life, or my professional concerns or life's issues." It reminds me of a woman I saw in counseling years ago who groped for a description of her own malaise by saying, "Life is so...so...so...daily!"

Our Association Board and staff are looking at ways to help make it much, much easier to find that genuinely empathetic friend-in-ministry or mentor in ways that are safe, confidential, and truly supportive both personally and professionally. Some good ideas have already been suggested by our colleagues, but I am personally seeking your input for more. If you'd like to drop me a note, I'll

add your idea to discussions we plan to have very soon. I really hope you'll send something.

In loving service,

R. Scott Sherman

Please send your ideas to:

R. Scott Sherman
Unity Temple
65 Ninth Street
San Francisco, CA 94103
FAX: 415-255-1164

Volume 24, Issue 7
December, 1991/January, 1992

CONTACT STAFF

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

EDITORIAL PURPOSE

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

Cover:

Unity Church of Victoria
Victoria, B.C., Canada
Ministers: Alice & David Durksen

Deadlines: 1st of the month, two months prior to issue date

EXECUTIVE DIRECTOR'S LETTER



Glenn R. Mosley
Executive Director

Birth, represented by Christmas in December, and Rebirth, represented by the first day of January, in fact all of January, are "many splendored" facets to the gem we call life. Life and death cycles are life transitions and death transitions; often both bring grief, even when the life transition is a conscious choice, and is fundamentally good and desirable.

Some of my life and death transitions follow--they are:

Early Fall Musings *from my personal journal.*

A day of renewal. . . walking through Fontanelle Forest in Omaha during S.C.U.C.A. Conference. A workshop stressing the outreach effect of radio. Storytelling. . . humor. . . music, Linda Holloway playing piano and flute and singing a John Denver song, which she "would have written, but was busy that day."

In the forest, watching a deer watching me, spiders and snakes. Viewing the Missouri River at water's edge. . . Someone saying, that's Iowa on the other side. Jokes about walking across the river. . . taking, teaching, failing "Water Walking 101" while in ministerial training.

A sudden grim remembrance that the Kansas City Chiefs lost Sunday's game. . . fund raising workshop for use by local Unity ministries. Banquet offering food

for the body after the day's experiences offered food for thought and action. Partners in Ministry luncheon meeting.

A new day--church management program with our professional consultant. . . licensed teacher luncheon. . . a regional business meeting. . . music therapy at one of the local Unity churches. . . focus groups creating our Association's vision for the next 3040 days (year 2000).

Friends/colleagues from cities reveling in communing with trees; one collegial friend lives and works in the woods and revels in communing with colleague/friends "walking as trees." Very profound.

A.A. Milne's *Winnie-The-Pooh* excerpt from our Spiritual Renewal workbook: ". . . 'When you wake up in the morning, Pooh,' said Piglet at last, 'what's the first thing you say to yourself?'

'What's for breakfast?' said Pooh. 'What do you say, Piglet?'

'I say, I wonder what's going to happen exciting today?' said Piglet.

Pooh nodded thoughtfully. 'It's the same thing,' he said."

Doing a Body Recall program with Christina Maniccia--my body remembering (with prompting) expressions and positions healthy to assume.

The universal and eternal quest for the ideal week for Regional Conference for next year.

Nuts and bolts Executive Committee decisions and momentous "visioning" by the committee and six other board members.

U.M.A.C. members looking at and assessing or planning for past, present, and future projects. Setting meeting dates for January and April, 1992.

Brainstorming at Great Lakes Conference. Business reports and credit classes and walks in the woods at Lake James Indiana State Park (Potawatamic Inn).

Best of all, being with friends who happen also to be colleagues. The food is good this year.

A walk through the woods looking for deer and I spotted young twin does (very young for late September). While they're quite tame, one cannot get close enough to touch.

Exciting organizational shifts in Youth Education Department. All positions filled and with forward-looking recommendations from Family Education Curriculum Task Force out of Labor Day weekend--really solid plans for curriculum needs, both short and long term, are emerging.

More brainstorming, this time at Southeast Regional Conference in Naples, Florida. Business conducted efficiently; good personal and professional growth programs. This time walking on the beach--watching an occasional overexcited fish try to dance on the water. At least they breach the water. I think they must be happy. And water birds in the marshes. Terns standing on one leg, staring like owls so much that they look as though they might be "drugged." In fact, the marshes looked as though we left no tern unstoned. Again, best of all, is being with friends, who happen to be ministers and licensed teachers.

A long day's travel from Naples to Ventura, California, for the Southwest Regional Laypersons' Weekend Retreat. I presented an opening night workshop--then listened and participated in workshops by others, including Joel Baehr and Alan Cohen. Walks around the Marina and good food.

Best of all--there were friends--some old (long duration, that is) and some new.

Christmas: birth of new friendships.

January: rebirth of long-standing friendships.

(Just 2953 more days to a new year, a new decade, and a new millennium.)

P.S. K.C. Chiefs defeated previously undefeated Buffalo Bills last night. And a good night's rest followed.



Barbara O'Hearne
Church Development and
Management Consultant

Field Input Into The Strategic Planning Process

As part of the current strategic planning process being undertaken by the Association Board of Trustees, ministers and licensed teachers are being asked for input in key areas.

FOCUS GROUPS: To date approximately 120 field ministers and licensed teachers have participated in focus groups at several regional meetings. During these two hour sessions the participants have willingly and enthusiastically shared their personal perceptions about the Association by responding to a series of questions.

Participants have been asked to write their personal vision for the Association as we move into the next century.

Results of the focus groups will be compiled, analyzed and presented at the mid-year meetings in January, 1992, along with recommendations for the next steps to be taken for validation of the results by the field. For example, a written survey mailed to all ministers and licensed teachers.

In addition, all of the personal vision statements of ministers, licensed teachers, and staff will be analyzed for consistent themes and dreams and presented to the Board of Trustees. The desired outcome is to have a shared vision for the Association that is unique, memorable, motivating, and stretching.

Additional focus groups are planned with the Association staff, field ministers, and licensed teachers. The results of these groups will be included in the report to the Board of Trustees.

MISSION STATEMENT: The Executive Committee and six members of the Board of Trustees met in September for a full day to get the strategic planning

process underway. During this meeting the mission statement was carefully and prayerfully reviewed and refined.

You are invited and encouraged to share your comments and feelings about the proposed mission statement. Be part of the planning process; your input is needed and valued. The feedback from the field will be presented to the Board of Trustees in January.

Proposed Mission Statement

Unity ministries as the Association of Unity Churches are dedicated to the transforming principles demonstrated by Jesus Christ. We serve one another by providing human resources, administrative support and educational and spiritual renewal programs.

Criteria For Evaluation The Proposed Mission Statement

- | | | |
|---|-----|----|
| ➤ Clear and understandable to all. | Yes | No |
| Comments: _____ | | |
| ➤ Brief enough for most people to keep it in mind. | Yes | No |
| Comments: _____ | | |
| ➤ Specifies "what business we are in or about." | Yes | No |
| Comments: _____ | | |
| ➤ Broad enough to allow flexibility in implementation. | Yes | No |
| Comments: _____ | | |
| ➤ Provides guidance in decision making. | Yes | No |
| Comments: _____ | | |
| ➤ Reflects the values, beliefs, and philosophy of operations. | Yes | No |
| Comments: _____ | | |
| ➤ Reflects attainable goals. | Yes | No |
| Comments: _____ | | |
| ➤ Serves as an energy source. | Yes | No |
| Comments: _____ | | |

Please share any other comments on a separate sheet of paper.

Mail to: Barbara O'Hearne, Church Development/Management Consultant
4311 Rockhill Road
Kansas City, MO 64110-1571

EXPANSION NEWS



Joann Landreth
Associate Director/
Director of Expansion

Ann Coolidge has been a vital part of the Expansion Department for two years. Ann assisted Susan EngPoole when Susan was Expansion Coordinator and has been assisting me since I assumed this responsibility. Now that Ann is a Unity minister, she will be accepting a field ministry with her husband, John. I feel Ann can share much with all of us from her two year's experience in the Expansion office so the following are her words of wisdom about developing churches:

When Joann asked me to write an article for CONTACT, my first thought was, "What will I write about?" Joann suggested I write about my experiences as Expansion Assistant. Well, my experiences have been many--some better than others--but almost all of them have been exciting, interesting, and a valuable part of my own personal growth.

My two years as Expansion Assistant have been wonderful and filled with joy and a sense of fulfillment. There is a great sense of accomplishment when I see a new study group first as a budding idea and then follow the growth and unfoldment as this group blossoms into a full-blown church. Such unfoldment has special meaning when I realize I am witness-

ing the activity of Spirit: inner guidance for others as they plant and grow a new ministry.

Planting and growing a church is no small task. I believe it takes a special kind of person to start a study group. It takes love, wisdom, patience, dedication, and commitment to develop a church. I feel privileged to know and to share with these tireless workers.

We here in the Expansion Department of the Association do all we can to counsel, nurture, and support the ministers, licensed teachers, and lay people who are willing to put forth the effort to build a new center. Often people write to us and request that a new Unity church be started in their area. They tell how much they love the Unity principles and want to continue their spiritual growth by having a Unity church available to them. When we respond that new study groups are started by people such as themselves desiring a Unity center they often vanish! It is so much easier to want something if you can get someone else to do it for you!

This year we have added a new tool to assist in the pioneering effort. The Association of Unity Churches has a new "Study Group Guidebook" that contains pertinent information on what to do, how to do it, and in what order. I believe this new tool is very helpful in the development of new study groups. As the primary author of this book, I am pleased to have accomplished this goal for our Expansion Department. So far it has been well received.

The Expansion Department has other tools for our pioneers. We have a lending library of various informative books on growth and expansion. We also have cassette tapes and video tapes that are helpful for those interested in pioneering. If you are interested in borrowing any of these items, just write to us at the Expansion Department, Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063. They are available at no charge and for a limited period of time.

Two often-asked questions about study

groups are, "Why doesn't the Association provide financial aid for new groups?" and "Why isn't there someone in the field to provide hands-on help when and where needed?" Unfortunately, at the present time the Expansion Department's budget does not include funds for these purposes. Our goal is to be able to provide for these needs in the future.

I firmly believe growth and expansion is vital to the future of the Association of Unity Churches and to the Unity movement as a whole. Without new growth, enthusiasm, and revitalization we can easily become complacent and stagnate. I believe new growth is essential to the continued prosperity and well-being of the field ministries and the whole Unity movement.

It is a joy to communicate with all of you in the field. If I can ever help you just give me a call. I may not always have the answer, but I will certainly do all I can to get it for you.

Speaking of help, I have a favor to ask of you. If you find something that works in your pioneering experience, please share it with us so we can pass it along to other pioneers. By the same token, if you find something that doesn't work, please let us know this also. Your help will certainly be appreciated.

All in all, my two years here have been wonderful. I look forward to hearing from you as you make your monthly reports. It's so good to read your newsletters and Sunday bulletins. I feel like I know so many of you even though we have never met. God bless you all. Keep up the good work! Love and blessings.

We bless you and thank you, Ann, for your service to Expansion in the Association of Unity Churches.

We see you and John continuing to be a vital part of the Unity movement as you seek and find your ministry in the field. God bless us all as we work together to spread the message of Truth in the establishment of new Unity study groups and churches.



Carolyn Craft
Radio/Media Consultant

No Budget For Broadcasting? Ideas For Getting Started

Along with the increased number of ministries inquiring about utilization of media, are questions regarding budgeting and the possibility of free media exposure. Here are a few suggestions for your consideration:

► Second Tithe or Special Club

Several ministries (such as Unity Church of Northeast Tarrant County, Hurst, Texas, and The Church of Today, Warren, Michigan) have designed a special club whereby supporters contribute to a media (or broadcast only) fund. This is an additional tithe to the financial support of church-related activities. Participants wanting to contribute in some outward way, beyond the immediate church community, can buy one :60-second message, support a portion of or the entire week of broadcasts through this special club. In this way, those who might not want to volunteer their time for community-related church projects can readily

Radio can explain to us many of the possibilities that otherwise are difficult to comprehend; it explains that no word once spoken is lost. . .the sacred word has such power that nothing, whether distance, space, air, or sea, can prevent it from entering and reaching the hearts that can catch it.

--Hazrat Inayat Khan

give a message of hope and inspiration to listeners outside the church. It can be a very tangible way of giving.

In some instances, a pin is given to participants (Carol Davis Record, minister of Unity Church of Northeast Tarrant County in Hurst, Texas, uses an eagle pin) to wear reflecting in an outward way their tithe contribution in sharing a message of Truth with the world via broadcasting. If you would like further details on this special club, call us.

► Public Access

Many ministers are utilizing available free time on local cable stations. In most cities the cable company has a public access channel whereby time is made available free to businesses and nonprofit organizations. They will also teach volunteers how to use cameras and equipment for producing programs to be broadcast at a later time or for live broadcasts of services and classes. Call your cable company and inquire about their specific policies.

Utilizing public access time is an efficient way to learn more about video production. It can serve as a studio for producing your Unity programs which could then be placed on paid commercial television after quality control and content are perfected. Public access can provide a tremendous opportunity for learning as well as reaching potential newcomers to Unity.

► Public Service Announcements (PSA) Press Release

A PSA represents free air time available from radio stations (a sample PSA is included in this article). It is recommended that you or a designated Public Service Director from your congregation drop off or mail PSA's to the various radio (and television/cable) stations weekly. Most often some or all of the content will be read over the air (:10-seconds or :20-seconds most likely). Along with PSA's for TV or cable channels, take along a few slides and background music for their production staff to create a PSA for you. Again, call to inquire about their specific PSA policies.

You could also utilize the radio messages from the Association's Radio/Media Department and have slides, pictures or a video which reflects your ministry's vision accompany the sound.

A press release can reflect any activity that is taking place or is being sponsored by your church or center. Press releases represent a good way to inform the public by mailing to the media. Either the information will be included in the news or an interview may be requested by the media.

► Business Underwriting

Perhaps various congregants in your church are already using broadcasting for

Continued. . .

their businesses. You can suggest underwriting possibilities whereby a Unity message is aired and is "sponsored by" a particular business. Often a business is advertising weekly and receiving a frequency discount on their rate. Unity messages could be included in their weekly rotation.

▶ Seasonal Articles

Another idea for acquiring positive awareness is in writing articles for the print media on love, family, motherhood, etc., for such holidays as Valentine's Day, Thanksgiving, or even Halloween and Ground Hog's Day. These articles are likely to be positioned in the Lifestyle or Feature Sections of the newspaper rather than the Religious Section.

When your article is provocative and timely, other media becomes attentive. It is not unusual for interviewers and news people from the media seeking input and/or expertise on certain ideas to call you. Every time you can share a message of Truth via the media, you are touching thousands in an inspirational way.

▶ Volunteer Programs

Another way of attracting free mentions and recognition for your church or center is through a specific Media Volunteer Program. After selecting the media you wish to be on, have volunteers from your media committee participate in various community events being showcased by the radio/TV or print media. In exchange, your church or center receives identification for a worthy cause. Volunteers from the Atlanta, Georgia, area recently participated in a Public TV Station's telethon by answering phone pledges. The attention was very positive

and the volunteers had fun being of service to the community on behalf of Unity.

Radio stations have ongoing promotional activities where church volunteers can participate in many ways.

These represent just a few idea starters! Please share with us results of your experiences in acquiring free publicity.

Radio can explain to us many of the possibilities that otherwise are difficult to comprehend; it explains that no word once spoken is lost. . . the sacred word has such power that nothing, whether distance, space, air, or sea, can prevent it from entering and reaching the hearts that can catch it.

--Hazrat Inayat Khan

As ministers and teachers of Truth, your message of inspiration, healing, and

Thank you, thank you!

A hearty thanks to **Paul Tenaglia** of Unity Church of Santa Fe, New Mexico; and **Don Jennings** of Unity Church of Omaha, Nebraska, for their contribution of over seventy scripts to the Radio/Media library!

enlightenment via broadcast brings hope and encouragement to millions. You are blessing your world!

Stay tuned!

NOTE: A Communications Manual containing a wealth of information is available through the Association Home Office: #4000; Cost \$45.00.

Please join me in sending Christinia Maniccia hearty congratulations on her new position with Unity Church of Tallahassee where Nancy Worth is minister. Our Radio/Media Department has been richly blessed by Christinia's loving consciousness and we continue to be energized by her gifts.

Congratulations Christina!

VOICE OF UNITY

SAMPLE PUBLIC SERVICE ANNOUNCEMENT

PUBLIC SERVICE ANNOUNCEMENT

SEPTEMBER 30, 1991

Date you mail announcement

FROM: SUNRISE UNITY CHURCH
6029 SAN JUAN, STE 130
CITRUS HGTS, CA 95610
916-729-2047

CONTACT: REV. BILLIE BLAIN
916-729-2047
916-729-1234

Day and evening phone contact

BEGIN TO USE: OCTOBER 15, 1991

Dates you want
announcements to air

DO NOT USE AFTER: NOVEMBER 15, 1991

TIME: 30 SECONDS

Time it takes to read
announcement

A young girl about eleven years old, living in Southern California during World War II, had a dream that would change her life. She says she dreamed she was sitting at a table with (Josef) Stalin; she spoke to him of love, peace, and joy for the world. When he heard this his eyes just melted and he said, "Oh, now I see where I have gone wrong." On August 21 this girl, now a minister, and seven other church members traveled to Moscow where on September 1, 1991, her dream of peace and understanding was fulfilled.

"Live copy" means the
announcer reads it on the air.
(You can also supply some
stations with pre-recorded
PSA's.)

A lecture and slides will be presented at 7:00 p.m. on Thursday evening October 31, For more informaiton call 729-2047.

TIME: 20 SECONDS

Interested in finding out more about the new freedom in the Soviet Union? How are the people dealing with their new freedom? What's going to change? A lecture and slides will be presented Thursday evening, October 31. Call 729-2047 for more information. Once again that's 729-2047.

Short, easy-to-read
announcement (no need to
tell all)

TIME: 10 SECONDS

If you are interested in obtaining information about the new freedom for the Soviet Union, Radio Station WWW suggests you call 729-2047 for more information.

Station can promote itself in
your announcement

ASSOCIATION OF UNITY CHURCHES
RADIO/MEDIA DEPARTMENT
REV. 10/91

Partners in Ministry

a network of spouses of ministers



Al Sears

Treatment

When you purposefully think constructively about yourself, others, or circumstances, you are then "treating." Too often we try to treat a situation by forcing our own way into being the solution to the problem.

When you think of a circumstance that is inharmonious and negative, to treat it you try to visualize it becoming harmonious, constructive, and positive.

When you want to treat anxiety in a person you try to bring peace through your thoughts. You do not use force or try to coerce, or influence. But rather than trying, you "let" it become natural. You sort of "permit" it to rest in peace.

You can use a metaphysical Truth, a principle to help you do this. This is done by using a thought of Truth, or metaphysical principle, that best expresses itself to what you want to do.

You keep this principle in mind and consider your mind to be a vehicle for this

Truth to express itself and thus transmit the essence of goodness, harmony, and life to the situation or person you are treating.

Realizing that what you are doing is transforming light-of-life vibrations from the invisible to the visible, it then heals the person or circumstance into harmony with nature. The law of mind action.

After you finish, you let everything go and let nature take its course. You have planted your seed, now let it grow.

Next time you are tempted to force,

coerce, or influence, try a little "treatment."

I would like to thank Don Jennings and the entire South Central Region for a great experience at the South Central Regional Conference, and an especially big "thank you" to Carolyn Jennings and Don McKee for their support of Partners in Ministry.

Writer **Partners in Ministry, P.O. Box 610, Lee's Summit, MO 64063.**

Merry Christmas and a joyous New Year to you!

Sparkplugs

Talk Topics and Sermon Starters from Unity publications

This month: **God-Centered Prayer**, a single-cassette album by Joseph Wolpert

Joseph Wolpert, Unity minister and instructor for Unity School of Religious Studies, has prepared a prayer instruction album that is exceptional. However, **God-Centered Prayer** does much more than instruct. It takes us beyond having God's help--it enables us to have God.

According to Reverend Wolpert, in human-centered prayer we present God with our needs and wants. In God-centered prayer, we enter into oneness with God. In this way we "let God be God in us." We experience security and serenity in knowing that all is well and that our needs and wants are fulfilled.

Reverend Wolpert gives descriptions of various kinds of meditation and prayer and explains the involvement and results one can expect. Prayer aids such as positions for prayer and sacred words are discussed, as well as three rules to help enter and sustain a productive period of meditation and prayer. A ten-minute

meditation time of God-centered prayer is followed by additional suggestions on how to leave results to God.

It seems obvious that people in today's world are seeking inner direction in life now more than ever. **God-Centered Prayer** is the answer to right personal direction. The album is carefully structured to help listeners find their way through meditation and prayer.

You will want to provide several copies of **God-Centered Prayer** in your lending library as well as make them available for purchase in your bookstore. **God-Centered Prayer** can be purchased through the Sales Department of Unity School of Christianity, Unity Village, MO 64065. To order by telephone, call: (816) 251-3571.

Note: Quote from side 1 of cassette, "let God be God in us" from Meister Eckehart

DEVELOPMENT OFFICE NEWS

Developing An Annual Fund. . .

Within our Unity ministries, day-to-day operating funds are critical to providing the services and support that lead to spiritual transformation in the lives of our constituency. Tithes and love offerings are the major source of these funds, and we gratefully acknowledge the generosity of those who have found and respond to our teachings. Yet all too often, the vision of the minister and the Board is not able to be fully expressed because the monthly financial flow is not broad enough to allow new programs to begin.

An Annual Fund, designed with heart appeal, can open ways for an even greater flow of God's limitless good into and through our ministries. While the majority of funds received from an Annual Fund will go into the general operating budget, it also allows focus on a specific project not yet in place. In our Association's first Annual Fund appeal, you can see the decision of our Resource Development Committee, comprised of ministers and laypeople, to focus on the international movement of our Association.

Twenty-five percent (25%) of all funds received will be placed in a special scholarship fund for international students in our ministerial program. These funds will remain designated for the purpose of supporting the global expansion of our Unity movement in the years ahead.

The remaining 75 percent will become part of our unre-

stricted general operating fund. Our Board of Trustees will designate its direction according to the needs that arise and programs that require unexpected (unbudgeted) funds.

When an Annual Fund is well received, it insures the financial health of the nonprofit it supports. Its purpose is to invite individuals to affirm specific gifts for the ministry, thereby allowing the Board to plan wisely for forthcoming projects.

I invite you to read our Annual Fund STARlight letter and prayerfully consider your place in the heavenly expression of your light joined with ours. Your willingness to join our STARlight team will insure continued excellence in our service to your ministry, the expansion of new programs to bless your work, and the expansion of our Unity movement as new groups are supported all around our world.

This year has seen the birth of Unity in Russia. Can Unity in China be far behind?

Blessings and love to you in this joyous Christmas season. May 1992 bring forth the full expression of your wondrous dreams!

We are your Development Department:

Shay St. John, Director

Julie Montague, Assistant Director

Mae Beach, Planned Giving Officer

(Call us at ext. 350 with any questions)



STARLIGHT 1991-92 Fund

Who is this first STARlight Team?
People like you and me who are. . .

- Insuring ongoing quality services to our field ministries, meeting all current and future needs.
- Committed to Unity's global vision and direct support of international ministerial students. (Twenty-five percent of all STARlight gifts goes directly into an International Scholarship Fund.)
- Pro-active, affirming a positive flow of finances to expand and create vital new programs and services for ministries all over our planet.
- Instrumental in the creation of an active, involved "cadre of patrons"--a team of lightbearers committed to the expanding world vision of Unity NOW and into the millennium!

You are lovingly invited to
Share The Abundant Resources
and join our STARlight Team now.

We are seeking at least
500 team members who will share
\$500.00 or more annually to
empower the work that lies ahead.

Your gifts of any amount will light
up the darkness for one who is
seeking the radiant truths of Unity.
This year has seen the birth of
Unity in Russia. Can Unity in
China be far behind?

Send your special STARlight gifts
today and celebrate the STAR
that shines through you as together
we make a difference in the lives of
many people globally!

Thank you for prayerfully and
financially supporting our
Association of Unity Churches

Patron STARlight Team Member
\$500.00 or more
STARlighter--any amount

Merry Christmas and a
Joyous New Year!

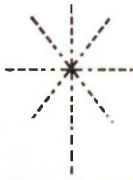
Mission Statement

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.

Purpose Statement

Our Association is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

We are 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 of Unity Churches supports the interdependence of its members through prayer, communication, and the combining of energies and resources to serve humanity. . . The Association is people in churches, centers, temples, and study groups around the world in spiritual fellowship spreading the universal Christ message of love in action.



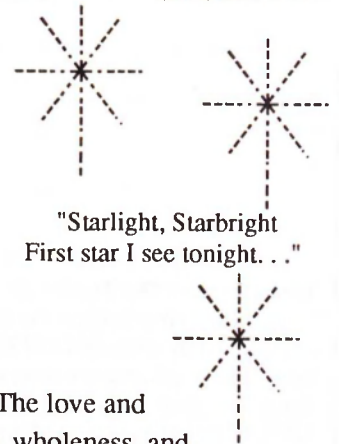
1991-92 STARLIGHT FUND

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

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- * Executive Committee
Member



Dear Unity Friend,

You have Unity in your life! Knowledge of Truth principles. The love and support of a ministry. Transformative tools to live a life of abundance, wholeness, and illumination.

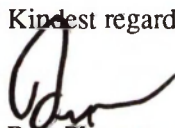
Remember when you did not? Others are still seeking, just as you once did. When they seek, give them a place to find. When they knock, give them a door to open.

Our Association of Unity Churches is focusing on supporting the creation and growth of new ministries throughout the world. You can make that possible, while simultaneously supporting all the activities of our Association. Twenty-five percent (25%) of your contribution will fund International Ministerial Scholarships to grow future ministries around the world. This year saw the birth of Unity in Russia. Can China be far behind?

Become a charter member of our STARlight Team. We are seeking at least 500 patrons willing to **Share The Abundant Resources** by contributing \$500.00. In addition, we are seeking numerous STARlighters who will share various financial gifts to make this year the best and brightest year ever in our Association's history.

The next time you look up into the night sky, the STARlight you see may also be seen by a new member of Unity whose path was lit by you!

Kindest regards,



Ben Pluymen, Chairperson
Resource and Development Committee
Board President, Unity Church of Austin



The New Nepotism

Married couples are working together all over

by Fran Schumer

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Excerpt from "The President's Letter" (R. Scott Sherman) printed in the October/November, 1991, issue of *CONTACT* magazine: "I have asked that a copy of an article from *New York Magazine* (November 19, 1990) be placed in the next Minister's Letter. It deals with husbands and wives working within the same organization. The article, by Fran Schumer, is entitled, 'The New Nepotism: Married Couples are Working Together All Over.' The information in it has been helpful to our Executive Committee following Glenn and Martha's marriage, and may be of value to many of you when boards or church members question family members' employment by the church."

For months after her secret marriage, Cathy Squires, a technician in bacteriology at the University of California at Davis, didn't wear her wedding ring. It was 1966, and working at the same job in the same department as her husband was against both the university's nepotism rules and the collective social conscience of the time. Now Squires, a professor at Columbia University, not only works with her husband, a research associate, she shares an office with him, writes papers with him, eats Oodles of Noodles at an adjacent desk, even regulates his salary via government grants. The university hardly blinks.

Like many institutions throughout New York, Columbia has dropped its anti-nepotism rules. "We're anti-anti-nepotism," says Stephen Rittenberg, the school's vice-provost. "Increasingly, any

university that's interested in recruiting high-quality people has to take into account the fact that academics tend to marry academics. As a result, very few universities interested in being first-rate can afford to have a policy of anti-nepotism.

Beyond universities, law firms, newspapers, publishing houses, consulting firms, hospitals, even the Police Department have accepted the fact that husbands and wives are likely not only to work in the same field but often on the same beat, at the same firm or job. Fred Frank and Mary Tanner are both managing directors at Lehman Brothers. Max Frankel, Peter Kann, and Ben Bradlee, top executives at, respectively, the *New York Times*, the *Wall Street Journal*, and the *Washington Post*, all married women on staff.

In book publishing, you need a flow-chart to keep track of who is (or was) married to whom. Television producers are married to correspondents, correspondents are married to anchors, and at some networks, spouses even co-anchor the news: Chet Curtis and Natalie Jacobson go on the air together for WCVB in Boston, as do Bree Walker and Jim Lampley for the CBS affiliate in Los Angeles. And even if a husband and wife don't start out working at the same company, mergers and acquisitions in certain industries make it very likely that they will eventually.

"They meet here, and then they marry," says an employee of the consulting firm McKinsey & Company, which has several husband-and-wife teams. In

New York City, couples can now even fight fires together. In July, Andre Cox and Cecelia Salters became the city's first married firefighters to work in the same firehouse.

Originally a word for "favoritism to kinfolk," nepotism is now more broadly used to describe a situation in which relatives work in the same place. Most people feel that the new rules--in effect, no rules--concerning husbands and wives' working together are better than the old ones, which tended to be arbitrary, not to mention unfair to married couples. Besides, with so many married couples in positions of authority these days, firms are more reluctant to let either half go.

But how the new rules are viewed still depends on the couple, the firm, and the type of business involved. For better and for worse, organizations these days are filled with husbands and wives who manage to keep their vows--and their jobs.

That the rules have changed is obvious. The reasons are a bit more complex. Many factors have made the old rules seem arcane, not to mention difficult to enforce. Chief among them is the company's size. Some organizations are so massive that "it's really idiotic to talk about nepotism," says Madeline Heilman, a professor of psychology at New York University and

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an expert on industrial organization. John Ettinger, a partner at the law firm Davis Polk & Wardwell, is married to Linda Simpson, another partner. On top of this, they're both in corporate law. Yet Ettinger feels lucky if he sees his wife in the office twice a week. "Given the size of Davis Polk and most comparable law firms, I've no real sense of working with my wife," he says.

"Honestly, if a husband and wife are in different departments, it doesn't have much of an effect," says Colin Harley, another Davis Polk partner, who met his future wife at the firm. "There are so many floors. If I'm a corporate or tax lawyer, I don't see a litigator."

One of the better-known cases of spouses who started out working for separate companies and later found themselves at the same one is that of Susan Petersen and Bruce Harris. Petersen is president of Ballantine/Del Rey/Fawcett/Ivy at Random House. Until two years ago, her husband was director of publishing at Crown. Then Random House bought Crown and named Harris an executive vice-president, which put Petersen and Harris on exactly the same professional level. When Random House chairman Robert Bernstein suddenly resigned last fall, Harris and Petersen found themselves on the shortlist of his possible successors, and therefore competitors. Petersen bristled at a *New York Times* story in which she was referred to as Harris's wife but he was not described as her husband.

But demographics is probably the major reason for the profusion of colleague couples. So many women are now in influential positions that it no longer makes sense to have the female half of a successful couple leave. "Why would you want to lose a good person?" asks Janet Geldzahler, a former partner at Sullivan & Cromwell, where married couples are offered jobs fresh out of law school. Add to this the pressures of certain jobs, not to mention the demands upon an employee's time, and in-house marriages become the logical next step. "He doesn't have time to meet anybody outside the office," says one mother about her son, an investment banker.

Even the courts are looking less kindly

on anti-spouse rules. In 1977, the Court of Appeals for the Seventh Circuit in Chicago ruled in favor of the no-spouse policy at the Libbey-Owens-Ford company, arguing that there were legitimate reasons for excluding spouses. But nine years later, in *EEOC v. Rath Packing Co.*, another court ruled the reverse, arguing that there had to be a "concrete and demonstrable" reason to exclude a spouse, not just an employer's perception of possible problems.

In view of such changes, a traditional outlook can seem hopelessly old-fashioned. In 1978, after she had been at the law firm Cravath, Swaine & Moore for just under a year, Yvonne Quinn, a young associate, started dating Ronald Rolfe, a partner. "We didn't do it openly," says Quinn. "We weren't confident of how it would be perceived, and we didn't want it to affect either of our careers." But once their romance became serious, it generated much discussion--and excitement, since it was the first time Cravath's nepotism policy, written with an eye to fathers, uncles, nephews, and sons, might have to apply to a husband and wife. The rule had always been that no blood relative of a partner could work at the firm. But what about an employee who suddenly became a relative through marriage? Unfortunately for Quinn, Cravath's rule applied in such cases as well. "Of course they would have been shocked if Ronald had left, he being the partner," Quinn says.

Although Quinn was offered other jobs almost immediately and is now a partner at Sullivan & Cromwell, Cravath, Swaine & Moore's decision rankled. She was 28, doing well, and, until the final verdict, full of hope. "I suppose one always knows that [being forced to leave] is a possibility, but being as much of a feminist as I consider myself, I thought that in this day and age sensible people would probably decide differently. I think Cravath's policy is restrictive and narrow."

Most law firms have gone the opposite route in recent years. "It never even oc-

curred to me to think about it," says Cathy Curry, an associate who met and married her husband, Andres Gil, when they were both at Davis Polk. "There are quite a number of married couples at the firm. It doesn't seem to be a problem."

If it isn't a problem, it's often because the couples make every effort to avoid missteps. Jessica Galligan Goldsmith and her husband, James, met during their second year at Harvard Law School. Two years later, they were the first married couple to be hired by Willkie Farr & Gallagher, and possibly the first to be hired by any major New York law firm. Willkie Farr wasn't troubled by their relationship, but Jessica and James were, "I think I worried that it might be harder to establish individual identities," Jessica says. She and her husband not only chose different departments--she's in trusts and estates; he's a litigator--they tried hard not to mix socially at the office. "I'd never stay in his office chatting," Jessica says. "The whole first year, we never ate lunch together."

These days, the Goldsmiths are much more relaxed. When they started working at the firm, in 1985, Susan Thomases, the administrative partner, told the couple she would never put them on the same floor. But recently, the firm decided to move the entire class of '85 to the twenty-seventh floor. "Are Jim and I going to be on the same floor?" Jessica asked. "It's really a nonissue, isn't it?" Thomases replied.

As it turns out, Jessica and Jim are grateful for the moments together that working at the same place allows. "Jim works such long hours that my sense is if we weren't at the same firm, we'd literally hardly ever see each other," she says. "It's also very nice to know the people your spouse works with. We have one set of social events, which is convenient, especially now that we have a child." And, she adds, "it lowers your anxiety: You're never worried about who your husband is hanging around with. They all know I'm there."

Stacey Moritz and David Brodsky know what Jessica is talking about. They were married in 1988, the first in-house

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marriage at the law firm Schulte Roth & Zabel. "No one ever said a peep about David and me," says Stacey. In fact, their colleagues were so delighted with the union that after the couple said their vows at the Water Club, everyone burst into applause. During the next few months, Stacey enjoyed the small pleasures that come from working with her husband--"spontaneously having lunch, walking around the corner and catching sight of him." But eighteen months after the wedding, she was offered a job as head of the civil division of the U.S. Attorney's office, Southern District. "Now it's a rare occurrence when we have a meal together other than breakfast," she says.

In publishing, attitudes regarding spouses used to be very tough. Back in the sixties, when Doubleday's editor-in-chief, Ken McCormick, started dating his wife, Anne, then a junior member of the editorial staff, their courtship generated quite a stir. This was due partly to his rank and partly to their ages: He was in his fifties; she was some 30 years his junior.

"Please take your time and find the right job," the future Mrs. McCormick was told. "But we think one of you should leave." They were married in December; by January, Anne had accepted a job at Knopf. Did she regret the disruption? "I felt bad because I had a lot of friends at Doubleday," she says. But at the time, "my first consideration was what was best for Ken." Professionally, it seemed to make sense. "The situation was uncomfortable, rules or no."

Now there is a new approach. "Some of the old unwritten rules by which many of the old firms operated just quietly evaporated," says Sam Vaughn, an editor-at-large at Random House. This results from the increasing numbers of higher-ranking women and from the revolution in publishing itself. Once small, family-run enterprises, most houses have metamorphosed into relatively impersonal conglomerates where the official stance concerning an employee's social life is "Who cares?" Some executives feel this is all to the good,

especially regarding nepotism. "It's just one of those things that have changed, like ladies' not having to wear white gloves anymore," says Betty Prashker, editor-in-chief of Crown Publishing Group. "Gradually, people began to see that the rules didn't make any sense."

In fact, nepotism rules are so loose now that some editors-in-chief don't even know what they are. "I don't know who sets policy like this," says Susan Moldow, editor-in-chief of Doubleday. "The personnel director? It's not encoded in any formal way."

In any field, the new flexibility can be a great advantage for couples. When CBS News correspondent Betsy Aaron's husband, Richard Threlkeld, a fellow correspondent, was in Beirut covering the bombing of the U.S. Marine barracks, she didn't have to worry about his being in mortal danger: She was right there with him. "It would have driven me crazy if I'd been home and he'd been someplace dangerous," she says.

There's also the shared ability to talk shop. Margaret Hartman and her husband, Jaime Llana, are air-traffic controllers at La Guardia. "Our work is so highly technical that it's really hard for an outsider to understand what goes on," Margaret says. "We both know the same people, the jargon, what the atmosphere is like. We also understand the pressure."

Finally, couples have much more leeway in managing their domestic lives. "Before my husband and I worked together, I had to stay to do all these things, and I wasn't getting home until eight or nine," says Mount Sinai Hospital surgeon Elizabeth Harrington, a mother of four, whose husband, Martin, also is a surgeon. Now they can coordinate. "If I'm here late on Tuesday and one kid is in a softball game, Martin will leave," she says.

But there are disadvantages as well. Peter Guzzardi, editorial director of Harmony Books, whose wife, Isabel Geffner, is associate publisher of Delacorte and Dell, says, "Life can become monolithic. You lose a little of the variety of having someone come home and talk about a

totally different industry."

It's nice to speak the same professional language, but not constantly, and especially not on weekends, says Cathy Squires, the Columbia University bacteriologist. "I don't always like to wake up on Saturday morning and have a whole research situation laid out in front of me when Craig's already been up for two or three hours thinking about something."

Others live in dread of awkward moments, which is why David Genert, the editorial director in subsidiary rights at Doubleday, is glad his wife, Nancy Martin, eventually left Doubleday's publicity department. "I was always afraid that I'd be standing around and someone would say, 'God, that Nancy Martin just wrote the stupidest press release I ever saw,'" he says.

If couples encounter problems sharing professions, the institutions that employ them run into snags, too. In law, for example, there's the tricky issue of partnership. At most firms, a partner will simply exclude him- or herself from discussions involving a spouse. But some question whether people feel obligated to vote for an associate because they're friendly with the spouse. And although a partner may bow out of decisions regarding his or her mate, the discussion beforehand is likely to make colleagues uncomfortable. "Partners are very open," says one at a major firm. "If you weren't at a meeting, I can't believe you wouldn't hear everything that was said. It's got to inhibit people."

Even when conflicts don't exist, being married sometimes generates the appearance of them. In April 1989, Vintage Books, the trade-paperback division of Random House, bid \$1.2 million for the paperback rights to Amy Tan's *The Joy Luck Club*. In an unusual move, it was decided that Ivy Books, an imprint of Random House's Ballantine, would issue its own mass-market edition first--a coup for Ivy and for its president Susan Petersen. The decision was announced by Bruce Harris,

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Random House's director of trade publishing and Petersen's husband, who naturally had to deny that nepotism was involved.

Harris's move made sense economically, but in other cases, whether in publishing or elsewhere, the rationale has seemed less clear. Employees at one major investment-banking house mention a high-ranking staffer who had an affair with a woman he supervised. As it happened, she got the biggest bonus that year. Eventually, they were married and the wife left the firm, but morale at the bank had suffered.

Promotions, too, can raise questions. At the *Wall Street Journal*, "it's considered poor form to try and get your kid a summer job," one Dow Jones employee says. But helping a spouse isn't, or so some at Dow Jones complain. No one balked at the rise of Peter Kann as publisher and president of the *Wall Street Journal*. But eyebrows were raised at the ascent of his wife, Karen Elliott House, a Pulitzer Prize-winning correspondent who is now a vice-president of Dow Jones's International group. "Karen has had to put up with speculation that she owes all of her career to her relationship with Peter," one high-ranking *Journal* editor says. "Though I don't think that's true, certainly being married to Peter hasn't hurt."

Tongues also wagged at the *Washington Post* when executive editor Ben Bradlee married "Outlook" reporter Sally Quinn. Just last week, producer David Merrick tweaked New York *Times* drama critic Frank Rich and *Times* theater reporter Alex Witchel for their coziness.

So many husbands and wives are working together that some professions have undergone a 180-degree about-face, succumbing to a new kind of nepotism, a "Hire me, hire my spouse" policy that some critics argue is the breeding ground for abuse. It's especially common in academia, where a job for a spouse (usually a woman) is often the bait to lure a sought-after professor (usually a man) to the school. "This is one of the more serious problems we face," says Columbia vice-provost Ritenberg. A faculty member at Harvard says that the university "is totally riddled with [cases of

nepotism]." In many instances, of course, the spouse deserves the job. It's more a question of opportunity. "Few people of equal competence have equal opportunities if one is linked to a man," this academic says.

May-December pairings do particularly well. "Lots of senior men marry graduate-student women--often after divorcing their wives of many years--and then move to a new place with their new wives," one professor says. "They get a tenured job for him and a nontenured job for her. Then, when she comes up for tenure and gets the job, feminists feel angry because it changes the dynamic among women in the department."

But it's not just female spouses who benefit. "In three out of four instances where we really wanted the woman, the man was the throw-in, so to speak, but not a throw-in we were unhappy to have," says Stephen Rittenberg. On the other hand, the need to accommodate a hot-shot's spouse can cause major hair-pulling. "Let's say we have a department interested in a woman," Rittenberg says. "You go to the dean and say, 'We really want so-and-so. She won't come unless we hire her husband.' Then you go to the department. The department says, 'No, he doesn't have the qualifications for tenure.' We have lost a number of people because of that." Or, Rittenberg says, the department may not have an opening or the money to create one. Not to mention what the presence of a spouse does to the dynamics of a small group. "In my department, the chairman's wife was hired as a junior faculty member," another university professor complains. "She's pretty good. But the junior faculty will never talk about concerns at a junior-faculty meeting because the eyes of the chairman are there."

In science, the presence of colleague couples is also troublesome because of the sticky issue of grants. Larry Chasin, professor and chairman of the Department of Biological Sciences at Columbia, and his wife, Gail, a researcher, work in the same lab. "Her salary comes out of funds that I

apply for and get from the government, and so I have to establish it," Chasin says. The salary level, for the most part, is set within certain parameters, but in order to avoid the appearance of wrongdoing, "I probably err on the government's side," he says.

Government itself is one of the few areas in which the rules haven't changed. According to the *Congressional Handbook*, federal employees are prohibited from "appointing, promoting or recommending for appointment or promotion" a long list of relatives, including spouses, although they can work as volunteers (as House Speaker Tom Foley's wife, Heather, does). Other conflicts also can arise. Ten years ago, Michigan congressman John Dingell, head of the Energy and Commerce Committee, which has jurisdiction over federal air-pollution bill, married a major lobbyist for General Motors. To avoid an uproar, Mrs. Dingell switched jobs.

In journalism, favoritism can come into play in subtle ways. At the New York *Times*, colleagues can be married as long as their work doesn't overlap. (Shortly before her marriage to executive editor Max Frankel, correspondent Joyce Purnick was moved to the editorial board, out of Frankel's domain.) "Lifestyles" editor Nora Kerr and "Week in Review" editor Dan Lewis are married to other *Times* employees, who work in different departments. But it's not the presence of husband-and-wife employees that irks other staffers. "What's really rotten about the *Times* is not that they don't permit spouses to work together," one says. "It's that the higher the man's position, the easier it is for his wife to get a job"--usually freelancing or some non-staff-related work. "If somebody's a reporter or a copy editor and his wife wants a job, well, that's not so easy. But if some high-ranking editor has a wife who wants to contribute--they're not going to put her on staff, but she can get a nice writing job." This is also true of correspondents. "They send some promising young man overseas," says one editor. "To placate him, they give his wife something to do."

But another *Times* editor argues that it

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isn't fair to penalize journalists just because they're married to each other. Take Nicholas Kristof and Sheryl WuDunn, husband-and-wife correspondents in Beijing. Kristof introduced his wife to the *Times*, where her stories were favorably received. Eventually the *Times* elevated her to a stringer on retainer. When she and her husband won a Pulitzer together for the *Times* this past year she was made correspondent. "Anytime a couple wins a Pulitzer, both husband and wife can work for the *Times*--that's the new rule," another editor jokes.

Of course, a lot of the time more than just the couple is involved. "Foreign editors and people who run foreign staffs not only have to be in the news business, they're in the nanny business," one correspondent says. Every time they move a reporter, "they need a computer to deal with it: who can go, whose wives can go, whose children can be away from their doctors." Apparently, most organizations find the jockeying worth the effort--in some fields, especially those that involve travel, firms recruit spouses. "They aren't worried about your breaching confidentiality, about your spouse being upset about the hours you work, about your approaching a competitor," says Jeffrey Sonnenfeld, professor of management and director of the Center for Leadership & Career Studies at Emory University in Atlanta. "They have more control over your full 24-hour day."

For that reason, some companies go out of their way even for couples who aren't married. When a position opened in its Warsaw bureau, the Washington Post filled it with a reporter who was living with another person on staff at the time. To accommodate not only the greater flow of news from Eastern Europe but the unmarried couple, the Post closed its Rome bureau and made the Warsaw bureau a two-person operation. Not that this helped the couple's romantic life. They travel all the time; they hardly see each other," says Michael Getler, assistant managing editor for foreign news. Be that as it may, "we're really trying to be progressive. It's

worked well so far. The couples out there are really outstanding journalists--very good people. They understand that the paper has worked hard to expose them to opportunities."

How accommodating an organization is, however, often depends on the particulars of a couple's romantic life. Is one of the people involved already married? Are there children? In messy cases, usually one or both parties have to leave. At one prominent midtown law firm, a married lawyer on the fast track for partnership had an affair with a summer associate. Neither the lawyer nor the associate outlasted the summer.

The possibility of divorce is a double jeopardy when careers are at stake. Probably a worst-case scenario was that of Joni Evans, who just stepped aside as publisher at Random House, and Richard Snyder, chairman and CEO of Simon & Schuster, and Evans's ex-boss, soon to be her ex-spouse. Working together may have made--and ruined--their marriage, friends agree. Much hung in the balance professionally as well. As a result of their acrimonious separation in 1986, Evans left her Simon & Schuster job and many old friends to go to Random House. Though she landed on her feet--she will become publisher of her own imprint at Random House--the events served as a reminder of the risks of marrying in-house. "It should make people more cautious," one literary agent says.

For this reason, firms in some industries stand by the old rules. "One in ten, fifteen, twenty will become partner," says Samuel Butler, presiding partner at Cravath, Swaine & Moore. "We don't want anything to interfere with partnership decisions; we don't want anyone to

say someone made partner because he was a brother, sister, or spouse." Even in-house dating is frowned upon. "We're not trying to rule your personal life," a wayward Romeo will be told, "but if this goes further, it's our policy to ask one of you to go somewhere else." Cravath has little patience with the objection that associates can't meet anyone except through work. "We hope they will find their romantic attachments elsewhere," Butler says.

But Cravath's is a minority position. With the advantages of spouses' working together outweighing the disadvantages in most professions, it's easy to see why. Detective Lillian Braxton of the New York City police force says the only cure for worrying about her husband out on patrol was to go out on patrol, too. Research scientist Cathy Squires and her husband, Craig, have fought over papers they've written, but, she says, "we probably write better ones than we would alone." CBS News's Betsy Aaron and Richard Threlkeld are able to supply each other with material, insights, and moral support.

Aaron and Threlkeld concede that their marriage may occasionally frustrate their employer. "I guess if I were running CBS News, one of my minor headaches might be that this person is married to that person and this person belongs over here but that one really belongs in that place, 1,000 miles away," Threlkeld says. "That's a periodic problem for any executive, but I think in our case, and other cases I've witnessed, the fact of having people in the same profession who dearly love it and love each other makes for an awful lot of happy people. It makes for a lot of people who might otherwise be busy figuring out how to get more perks in their contracts. The mental-health benefits outweigh whatever bureaucratic problems there might be."



HEADQUARTERS

HIGHLIGHTS

News for the Field from our Association of Unity Churches
P.O. Box 610 • Lee's Summit, MO 64063 • (816) 524-7414

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PRICELESS TRUTH FOR ALL

25 Years of Service to our Field Ministries
Glenn Mosley, Ph.D., Executive Director
R. Scott Sherman, President

Year by year we come closer to the secret of the universe. Day by day we learn more about the great principle, the intelligent power that holds the cosmos back from chaos. The universe is upheld in a way we do not yet fully understand, by something we can neither see nor define. We only know that it exists, and that its principle is inviolate. . . . We have a purpose within the greater universal purpose.

Richard Lynch, *Know Thyself*
Unity School of Christianity, 1958

Stop, Look, and Listen

by R. David Smith, Editor

In the last issue of Headquarters Highlights, Glenn Mosley wrote about "Living the Vision" as we approach the 21st century. As we near the close of 1991 and start the beginning of a new year, it is appropriate that we pause to reflect on the past. Then we need to look forward with new eyes to the good that awaits us and to the fulfillment of our individual and collective vision for our ministries and for the Unity movement.

For a brief moment as we close out 1991, we can rest and re-experience the changes and the accomplishments of the year. There have been many. For your Association, it was a year of transition to a new, more appropriate physical setting. The year 1991 saw us finally relocate to our new building. We all know the joy and excitement that comes from moving to a "new home," be it a church home, a personal home, or a new work home. This new work home will provide the space and atmosphere for more creative and energetic completion of the work that lies ahead.

The new year now becomes a time of awakening and rebirth to the greater good that awaits us. It is a time to begin anew, to reform and redefine our vision for the coming year and beyond. Jim Rosemergy, Executive

Vice-President of Unity School, in his new book, **A Daily Guide To Spiritual Living** says:

There are two ways to begin. We can begin *again* and potentially repeat the same mistakes, or we can begin *anew*. Many people begin again, but the ones who live a spiritual life have learned to start over in a new way. Obviously, this must occur, for a fresh start with an old, unsuccessful method, produces after its kind.

And so, we begin anew, to refocus on our vision, to see it from the perspective of our new experiences and with new understanding. What is your vision? What is your personal vision, the vision for your ministry and your vision for the Unity movement?

As a young boy, I remember seeing the old fashioned railroad crossing signs with the words, "Stop, Look, and Listen." These same words provide good advice for us all, as we begin anew to think, to see, and to respond with new understanding. We need to *stop* for a moment and detach from our daily "busyness" so that we can reflect on the past year and contemplate the new year that lies ahead of us. We also need to *look* inside ourselves where we can once again uncover and see clearly the divine purpose and plan that is waiting to be expressed. And finally, we must take time to *listen*;

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listen to the voice of God that speaks to us all, often in unexpected ways, revealing to us our purpose, our vision, and the action that we must take to fulfill our mission.

As we all *stop, look, and listen* we can be lifted up to new heights of consciousness where indeed we see our vision for 1992 and the coming 21st century with new clarity and new understanding.

THE WAYS WE SERVE. . .

WHAT'S NEW FROM US TO YOU!

Radio/Media: The new 1991-92 radio productions are now available. These sixty-second spots with tag space at the end for your ministry are available in a four-series package:

"Learn More About Unity"

"A Moment in Time"

"Coming Home"

"Come Grow With Us"

Your cost to purchase this production is very minimal--only \$25 (\$14,000 value) for the total package containing 23 separate messages, in reel/reel, broadcast ready format! Contact Carolyn Craft, Radio/Media Coordinator for additional details. This is a great way to spread the word about Unity and your ministry within your community.

News From Ray Wiggins, Coordinator of Inter-generational Education: The 1991 Y.O.U. Conference was held in August at Snow Mountain Ranch in Winter Park, Colorado, with 538 persons in attendance. Among the delegates were fourteen teens and three adults from the Soviet Union.

The first-ever Adults of Unity Conference was held at Unity Village in August with 100 persons in attendance. The theme of the Conference was, "Genesis - You Create Your Personal Universe by the Power of Your Thoughts." The keynote speaker for this experiential type conference was the well-known author, Alan Cohen.

October was a planning month in the Education Department, as Y.O.U., Adults of Unity, and Year of the Child leaders gathered at Unity Village to coordinate their work for 1992.

Church Development: A new Church Development packet is now ready and available. This packet provides instruction and information on proven fund raising techniques, combined with Unity teachings of the spiritual principles of giving and prosperity. If you are ready to begin a development program in 1992, order this package today. Write to Shay St. John for additional information.

CONNECTIONS WITH OUR GROWING FIELD MINISTRIES. . .

Reading, PA: Unity Church of Reading, an expansion ministry led by licensed teacher Phyllis Johnson, has moved to their own building. Their new address is: 4443 10th Avenue, Temple, PA 19560. Congratulations!

Tampa Bay, FL: On August 4, 1991, Joann Landreth dedicated the new building of Unity Christ Church of Tampa Bay. Gary Sosbee, minister.

Burnaby, BC, CAN: October 6th was the date of the first service at Unity Church of the Pacific, Burnaby, BC, Canada, Mary and Austin Hennessey, co-ministers. On November 3rd, Joann Landreth was in attendance to bless and dedicate this new Unity ministry.

Placements for MEP Graduates:

Hal and Sonya Milton - Unity Church of Knoxville, Knoxville, TN

Charles Cantwell - First Unity Church of Positive Living, El Paso, TX

David Pickett - Associate Minister, Unity Church of Christianity, Houston, TX

Bob McCartney - Fox Valley Unity, Batavia, IL

Juan Enrique Toro and Rita Marie Johnson - Auxiliary ministers at Asociacion Unity de Cristianismo Practico, Santurce, Puerto Rico, to work with Norma Rosado.

News from Newsletters

Many people think of church as operating only on Sunday morning, only for one hour and only when they are there! New Life Unity in Roseville, California, has provided this gentle reminder in their newsletter that this is not the case.

A SOUND INVESTMENT

A church operates 365 days a year, yet when summer comes, attendance usually goes down. When this happens church contributions also go down. Your New Life Unity Church is no exception. So, if you can help out by continuing your investment in your church community each week or month, it will certainly prove a blessing to the continued growth of New Life Church to serve the community.

Please send your welcomed contributions to. . . May You Always be in The Light of Love.

Settling into a new home, new job, new office!

Boy, it's great to be new. I would like to introduce myself to you. My name is Julie Montague. It's now mid-October and my first week as Assistant Director of Development. One of my first assignments is to write this article for Headquarter Highlights. I know you won't be reading this until December or January, but I really want to share with you my feelings and experiences of the last few weeks.

Within the last month my life has changed more than anyone could imagine. My husband and I moved from San Francisco, California, to Lee's Summit, Missouri, last week, and now the entire Association office is moving to our beautiful new building next week. A month ago my prayer was, "If this is to be Lord, go before me and make my way straight." Get ready when the whole universe conspires to make your way straight. Things happen so fast it's hard just to keep track of the miracles!

Although there were times when our faith was tested, I found a house on my first trip to Lee's Summit that seemed just right for us. Before we left San Francisco, we called and told the real estate agents we wanted to make an offer on it. The response was, "Too late, it's already sold." I was disappointed and a little afraid we would not be able to find a place to move right into, and we were sure we didn't want to move twice. My affirmation: "God, go before me and make my way straight," I used whenever the question of "where are we going to live?" crossed my mind. By the time we arrived in Missouri, the "other" sale on the house had fallen through. Our offer was accepted and we were allowed to move right in. We wondered why we ever had a doubt. Our key was absolute faith that whatever happens is perfect for me now.

Throughout this move my husband and I committed to stay open and receptive to whatever happened. We found that most of the time as each need came up, the answer would appear within a few hours, sometimes within minutes.

On this foundation of absolute faith, we move into our new Association Headquarters Building. The universe conspires to "make our way straight." As the need for larger office space came up the perfect building opened up for us.

We are all so excited as we work out all the glorious details of "I want my desk to go here, and my file cabinet to go there," and "Isn't it great to have space to put everything in order." It's wonderful to watch this process, to see Spirit in action.

You are Spirit in action, as you financially support this incredible move forward for our Association of Unity Churches. My life now has turned into a prayer of gratitude--non-stop and all encompassing. God works in and through you and me mani-



festing in ways far more wonderful than anything we could ever imagine.

Now, as all of us here at the Association of Unity Churches work through this delightful process of settling in, we stop and give thanks to the Spirit in action, through YOU, dear friends, who have made our new home a reality.

We have absolute faith that Spirit continues to work in and through YOU as the financial support required to fulfill the goal of repaying our "balloon note" on our new building by January, 1995. If you are moved to lovingly support this goal, please contact Shay St. John, Mae Beach, or myself, Julie Montague in our Development Office.

Join the Starlight Team Who is this first STARlight Team?

People like you and me who are. . .

- Insuring ongoing quality services to our field ministries, meeting all current and future needs.
- Committed to Unity's global vision and direct support of international ministerial students. (25% of all STARlight gifts goes directly into an International Scholarship Fund.)
- Pro-active, affirming a positive flow of finances to expand and create vital new programs and services for ministries all over our planet.
- Instrumental in the creation of an active and involved "cadre of patrons"--a team of light-bearers committed to the expanding world vision of Unity NOW and into the millennium!

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**Merry Christmas and a
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Mission Statement

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.

Purpose Statement

Our Association is dedicated to supporting and strengthening its member ministries by providing human resources, administrative and education programs.

We are 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 of Unity Churches supports the interdependence of its members through prayer, communication, and the combining of energies and resources to serve humanity. . . The Association is people in churches, centers, temples, and study groups around the world in spiritual fellowship spreading the universal Christ message of love in action.

Ministers Under Stress

By Hank Whittemore

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Members of Atlanta's prestigious Wieuca Road Baptist Church were shocked last year when their longtime pastor, Dr. William L. Self, then 58, announced that he was resigning because the stress of the job had become too much for him. "Unless I quit now," he told them, "my obituary will read, 'Bill Self today sank like a rock--beat up, burned out, angry and depressed, no good to himself, no good to the people he loved.'"

For more than a quarter of a century, Dr. Self had been seemingly tireless as a preacher, teacher, minister, counselor, fund raiser and administrator. What gradually wore him down, he says, was "subconsciously navigating into the age-old 'walk on water' syndrome--the notion that, because you're a preacher, you can accomplish anything."

"I did not have a crisis of faith, but of emotion and energy," he says. "It's almost impossible for leaders of a congregation to accept that their pastor needs pastoring. So I began to strangle on my anger, finding myself unable to sleep and even losing interest in studies that I love. I was unraveling, collapsing inside and coming to realize that if the church was not going to take care of me, I'd have to start taking care of myself. The church is the only army that shoots its wounded, but I refused to let that happen to me. Instead, I fell on my sword."

Dr. Self, who is now a member of Atlanta's business community, is in demand as a "minister to ministers" who confidentially seek his advice. "I'm out of the system," he explains, "so they'll talk to me. The same kinds of pressures are on them too. All we have to do is look around and see that preachers and rabbis and priests are dropping like flies, leaving their ministries or letting the stress erupt into headlines."

There are 537,379 clergy members of

all faiths in the United States, according to The National Council of the Churches of Christ in the U.S.A., with more than 335,000 of them serving churches or synagogues. Roy Oswald, a senior consultant of The Alban Institute--a nondenominational organization based in Washington, D.C., that offers consultation, leadership training and referral services for churches and synagogues nationwide--estimates "conservatively" that 17 percent of the parish clergy he has worked with in more than 20 years of consulting are suffering from long-term stress or burnout. Increasingly, these wounded healers are reaching out for help through counseling and psychotherapy--or "hitting bottom" and winding up at professionally operated treatment centers around the country.

Public scandals involving overstressed clergy often result from sexual misconduct with parishioners--"carnalizing out," as ministers refer to it--but prolonged stress is also a factor in alcoholism, drug abuse, overeating, and other addictions. It can mean depression, anxiety, heart attacks, or cancer. The Southern Baptist Convention reported last year that, after maternity benefits, the largest portion of the \$64.2 million paid to pastors in medical claims during 1989 was for stress-related illness.

Oswald defines burnout as "a disease of the overcommitted who refuse to come to terms with their limitations." The experience in the 1960s of the Rev. Richard Busch, 58, then a minister of an Episcopalian church in a Los Angeles suburb, is one example. "I allowed my life to become a work binge of giving, giving, giving, until I gradually became aware of my own pain and loneliness," recalls the Reverend Busch. "Over time, I moved from being physically tired to emotionally exhausted and finally wiped out. I

was angry with myself and angry with God--just spiritually drained. While I've never been one to talk about hell, I woke up one day and felt scorching heat all around me. I had burned out."

Today, as director of the Center for Continuing Education at the Virginia Theological Seminary in Alexandria, the Reverend Busch runs a six-week residential program for clergy. With group support, ministers are encouraged to "give voice to their pain and brokenness" as a way of beginning the process of healing.

The Reverend Robin Rauh, 40, then an Episcopalian minister at the Church of the Apostles in Fairfax, Va., attended the Virginia seminary program. "The accumulated stress and pain of the ministry just piled up until there was a big question about whether I could go on," he recalls. Without a six-week sabbatical, he adds, he wouldn't have known what to do. Instead, he began "a real turnaround," which enabled him to continue in the ministry.

"When stress on the culture rises," says Oswald, "people bring that pressure to their church, along with higher expectations of the clergy. But, at the same time, it's less and less clear what it means to be a pastor. As a result, clergy are trying to live up to these expectations by covering all the bases, but it's never enough. They can't quit at the end of the day and feel they've done everything, because there's always someone else in need."

"It's clear that where a society is in trouble, the pastor will be in trouble," says Peggy Shriver, head of a National Council of Churches group called Professional Church Leadership, which is studying major Protestant denominations. "Today's problems--unemployment, homelessness, broken families, and so on--all become burdens on a pastor who really cares. A lot of ministers want congregations to care more about the issues on their doorstep--to become less simply recipients of what the church has to offer and more engaged in providing it to others."

But the result is often conflict that can lead to the pastor being unable to cope or

Continued...

simply being fired. The Southern Baptist Convention reported that, during an 18-month period ending in 1989, some 2100 pastors were fired--a 31 percent increase since 1984. "Other denominations are more discreet in putting out such figures," Oswald says, "but those conflicts and firings are happening in congregational churches of every kind across the board."

Of about 53,000 Roman Catholic priests in the country, 18,000 are serving parishes. "Expectations are expanding," says Father David Brinkmoeller, director of Priestly Life and Ministry at the National Conference of Catholic Bishops in Washington, D.C. "A priest is expected to be spiritually deep, theologically wise and fiscally clever, while being good at preaching and counseling with young and old. Each person in the congregation expects only a limited something, but the conglomeration can be overwhelming."

"Diversity of expectations is the common factor," agrees Rabbi Paul Menitoff of Boston, director of the National Commission on Congregation-Rabbinic Relations for more than 1800 of the country's 6500 rabbis who serve congregations. "A rabbi must live with the idea that some groups in his congregation feel he's not hitting the mark for them, because one person can't do everything. So I talk to a considerable number who, if not suffering from burnout, are certainly dealing with stress."

Applicants to Catholic seminaries are declining--for every 100 priests now leaving active ministry, only 59 others are replacing them, according to Dean Hoge, a sociologist at Catholic University in Washington, D.C. He says the main reason is the Catholic Church's refusal to let women be ordained and to allow optional celibacy. "Because of the loneliness and isolation they feel, the alcoholism rate is just enormous."

But the story of clergy in crisis cuts deeper. As more ministers confront their pain and learn about themselves, evidence shows that many initially become healers because of unresolved problems in their own childhood.

"I came from a dysfunctional home and had zero self-esteem," says Father Paul Rasmus, an Episcopal priest who

left his Florida parish while being treated for alcoholism and going through divorce. Afterward, he returned to the clergy with new inner strength and now serves as a priest at St. Mark's Episcopal Church in Palm Beach Gardens, Florida. "The church was a great place for me to try to get those needs met," he says. "I find that a lot of us, growing up, wanted to save our families--but, when that was impossible, we went out to save the world. We're generally workaholics, and we're great at fixing other people, but we don't have the foggiest notion of what to do for ourselves."

Among the experts who agree is Dr. Wayne Fehr, the director of spiritual care at Saint Barnabas Center in Oconomowoc, Wisconsin, an ecumenical treatment facility for clergy established in 1988 by the Episcopal Diocese of Milwaukee as part of Rogers Memorial Hospital. "A substantial number come from that background," he says, "and they share an excessive, compulsive absorption in work, to the neglect of their personal needs. There's a deeply rooted, overwhelming need to please others, to take care of everybody else, to avoid conflict--but at some point it becomes too hard, and everything breaks down."

"Ministers often go into the field with the expectation of being loved and idealized, of getting from the people of their congregation what they didn't get from their own parents," says Dr. Glen Gabbard, director of the C.F. Menninger Memorial Hospital in Topeka, Kansas, a major referral center for troubled clergy. "They try to be loving to others in hopes of getting love in return--but often, to their surprise, they're met with a host of problems and become the target of complaints, resentment, and disappointment."

A new consumer mentality among church members also contributes to the pressures within, says the Reverend Luther Kramer, president of the Key Pastoral Counseling Center in Huntsville, Alabama.

"Instead of sticking to a church," he says, "people are shopping around for religious service. Rather than working to resolve issues when they don't get what they want, they go somewhere else. Or

they get rid of the pastor--especially if the church isn't gaining members. It's like firing the coach who doesn't have a winning season. Meanwhile, you get power struggles over how money is spent, what programs are offered, even the sermons that are preached. All that adds up to a lot of insecurity and stress for clergy."

As authority figures, says the Reverend Kramer, ministers become parental substitutes into whom "people project unresolved needs or angers about Mom and Dad." At the same time, he notes, people today have less trust of authority, along with a lower image of the ministry itself--in large part because of recent scandals involving TV evangelists. Being among the last generalists in an educated society that honors science and specialization, pastors can feel a sense of impotence and irrelevance.

Another factor is financial strain. Many small churches with 200 members or less cannot afford a full-time pastor, and more spouses of clergy are working than ever before. (The U.S. Department of Labor estimated a \$23,000 average annual income for Protestant ministers in 1988, citing a \$38,000 figure that included fringe benefits such as housing and insurance.) In addition, men and women leaving seminaries with heavy tuition debts are often second-career people who already have families to support.

"We need to install mechanism for preventive care and guided growth, with procedures for intervention before stress leads to burnout and crisis," says David Richards, a retired bishop of the Episcopal Church who runs a counseling service for clergy in Coral Gables, Florida.

In agreement is Dr. Norman Vincent Peale, the 92-year-old author of *The Power of Positive Thinking*, who says courses in "stress control" should be given by seminaries as part of the ministers' training. "It's impossible to live without stress today," Dr. Peale says. "The issue is whether stress is under control or not. Stress under control is actually a good thing, because it's energy, and without energy no one can do a distinctive job in the world."

STRESS on page 20

Miracle in Moscow

by Billie Blain

(Editor's Note: Billie Blain, minister of Sunrise Unity in Sacramento (Citrus Heights), California, led a group of eight Unity students to Russia, leaving when the coup of August 19th was still going on. They went with total faith in God to guide them, and to guide the people of Russia. Each member of the group fell in love with the people there and were amazed at the generosity of people who have so little in the way of physical goods, and who are so willing to give so much! Each member of the group felt so honored to have been a part of the Miracle in Moscow and to know this is just the beginning of something powerful in the creation of a new nation in Russia.)

On September 1, 1991, an amazing event called THE FESTIVAL OF UNITY took place in Moscow, USSR. On this historic day Mikhail Zykov, our first Soviet Unity minister, and I led the very first Unity services to be held in that country.

I also had the great privilege of giving the first Russian CEP class, *Lessons in Truth*. My concern had been, "Would I be understood by the people there, and would my ideas translate into something they truly wanted?" Well, I needn't have been anxious--because from the moment we started there was a deep connection of the heart, mind, and soul. Our basic Unity principles flowed out, and with Mikhail's interpretation, we were off and soaring. "Bondage or liberty, which?" was the question. The answer was liberty, of course. Their actions the preceding week, during the coup, had clearly stated their intent. **There was freedom in the air!**

I spoke for over four hours that day, sharing stories from the Bible, from my life, and expressing my feelings of love for them. This was a fulfillment of a dream I had as a small child during World War II. I had dreamed that Stalin and I were having an important high-level meeting, and I shared with him how he could teach his people to love and to live in peace. Stalin, in response, looked at me

with tears in his eyes, and his whole expression changed as he said, "Now I see where I've gone wrong!" When I shared this dream with the Russian people they really laughed. It was so preposterous, so totally out of character for Stalin, and yet, *this was happening right now!!* The old Stalin machine was in the process of being dissolved. Communism had not led the people into a world of peace and plenty. There must be another way, and just at this very moment in history, Unity was being introduced!

A new religion is needed in the Soviet Union. Leo Tolstoy said these very words on his deathbed. He and Charles Fillmore saw God in a very similar way. Russia has been influenced greatly by the philosophy of Tolstoy and, therefore, Unity makes total sense to the people of Russia. An awareness of an inner God is needed. The people must find an inner law to guide and direct them, instead of a Czar or an authoritative priesthood.

The people now have the taste of freedom and they will not let go! I saw this in the faces of the hundred plus people who attended the FESTIVAL OF UNITY. There was new hope in their eyes. The people of Russia are incredibly strong. They are people of great soul, people who have suffered beyond our imaginings. They are ready now for miracles. For instance one older lady looked as if she had the world on her shoulders. There was despair in her eyes and in her every movement. She came early, as the majority did, and she stayed for over five hours. During this time I watched the transformation happening in her. At first she did not dare to hope. Gradually she was caught up in ideas that she could not hold back. She participated in the joy singing, at first reluctantly, and then shyly, and then the burdens slowly began to roll away. She was actually smiling at the end of the day!

My message that Sunday was in essence this, "We can suffer alone, but we cannot heal alone. We need one another. We need our diverse ideas. We can learn to listen to other, to honor others, and to have the courage to hear other points of view while asking God to reveal the higher truth to us all." During this miracle in Moscow, East met West, and love was

Continued...



Spiritual Unity's first service, September 1, 1991, led by Billie Blain (left) and Mikhail Zykov.



Unity phone connection, with Spiritual Unity in Russia and several Unity ministries around the United States, singing "Let There Be Peace on Earth" Participating in this special "connection" are several members of Spiritual Unity, and Mikhail Zykov (holding phone) and Billie Blain (second from right, front row).

the connection! Souls joined who had been dreaming of being a part of one global family--now it was happening!

After the three services and classes that I presented, Mikhail led the Russian Unity service. He explained the symbols of the flag that he had designed to represent Spiritual Unity. His underlying message was that people can choose either the higher way or the lower way. It takes courage and spiritual strength to choose the higher way which leads to unity and to all good things. He asked them to make this choice, and from their inner strength and courage to create a new nation.

The evening culminated in a fantastic happening. Eighteen Unity churches shared a moment of togetherness with the new church in Russia via a great conference call. Voices from all these churches were heard there in Moscow, bringing joy to all our hearts. To see the tremendous smile on Mikhail's face was to understand just how much this support from the other Unity churches really meant. We are truly one in Spirit and joined by so much more than a telephone line.

There are so many high points that I remember. I will often think of the young

man who had attended the Y.O.U. conference in Colorado two weeks before, and how he shared that he had been wanting to die, thinking he was all alone. He had felt so isolated until he went to the Y.O.U. conference where he found Unity and the hundreds of people who accepted and loved him. He shared with us that he now had a reason for getting up each day and how his life had transformed!

Memories like this have become a part of my heart. I have found people who had been lost to me. I have joined with another part of my spiritual family. Dreams do come true! Charles Fillmore believed in the visions that are presented to us while we sleep. The dream I held in my heart for fifty years has come true. It was even better than I had imagined. Instead of talking with Stalin, I connected with like-minded people who are so ready to help create a world of peace, love, and joy!

I invite ministers and licensed teachers to visit the Soviet Union. Let Mikhail know of your plans; the people of the Soviet are waiting for you! You have so much to share with them, and to receive from them.

Footnote: Mikhail Zykov's daughter, Alexandra, is currently attending the Ministerial Education Program here at Unity Village. You can make it possible for other International Ministerial Students to attend Unity School of Christianity with your gifts to the STARlight Fund. Global UNITY is up to you; make a difference in the world today.

Stress

Cont'd from page 18

As Dr. Self puts it, "Pastors are the preachers, the dream-givers and the vision-keepers, and they're still the front line in caring for people. But they have a longing for people to turn around and care for them too. Well, that's not the reality of church life. So I tell young men and women starting out in the ministry to create a pattern of taking care of themselves. Nobody else is going to do it."

At treatment centers like St. Barnabas, however, ministers usually arrive too late for self-help. "They've reached spiritual bankruptcy," Dr. Fehr says. "They've become alienated from self, from the people closest to them, from God--and to admit having lost the inner meaning of their own message is a matter of considerable shame." Paradoxically, he adds, "It is often only the experience of their own helplessness that opens them to the discovery of grace." Salvation begins, Dr. Fehr says, "when they start to find an inner source of self-worth that is more basic than trying to be this perfect, Godlike person who blesses and saves everybody else."

The group support at the Virginia Theological Seminar in 1988 enabled the Reverend Rauh to "gain more awareness of my own personality and motivations and to start clarifying my values," he says. Today, as rector of St. Stephen's Episcopal Church in Huntsville, Ala., he feels that his ministry is "less of a burden and more of a service to God, with whom I have a much deeper relationship."

A minister is not a doctor whose primary task is to take away pain," wrote Henri J.M. Nouwen in *The Wounded Healer* nearly two decades ago. "Rather, he deepens the pain to a level where it can be shared." Those who suffer the most and receive the therapeutic help available today are, perhaps ironically, closer than ever to embodying Nouwen's concept of an "authentic" minister, whose service "comes from a heart wounded by the suffering about which he speaks."

On behalf of the Association of Unity Churches' staff and Board of Trustees, we extend to you our deep gratitude and appreciation for your past financial support. The love and faith you incorporate into your gifts make them special.

ASSOCIATION OF UNITY CHURCHES **Statement of General Fund Operations** **Five Months Ended August 31, 1991**

INCOME-OPERATIONS	<u>July</u>	<u>August</u>	<u>Year to Date</u>
Love Offerings	\$65,588.24	\$46,580.85	\$337,841.40
Other Income	<u>11,116.64</u>	<u>12,633.39</u>	<u>35,012.34</u>
	\$76,704.88	\$59,214.24	\$372,853.74
Less: Tithe Transfer	<u>6,984.92</u>	<u>4,964.30</u>	<u>36,804.23</u>
	69,719.96	54,249.94	336,049.51
Gross Profit Material	<u>6,614.24</u>	<u>7,886.15</u>	<u>29,841.31</u>
Total Income	<u>\$76,334.20</u>	<u>\$62,136.09</u>	<u>\$365,890.82</u>
EXPENSE-OPERATIONS	<u>\$81,617.37</u>	<u>\$62,719.60</u>	<u>\$385,438.67</u>
INCOME OVER (UNDER) EXPENSES:	<u>\$ -5,283.17</u>	<u>\$ -583.51</u>	<u>\$ -19,547.85</u>

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

Month of July: \$13,771.01
Month of August: \$8,147.53
Year to Date: \$48,602.73

Building/Development Fund

INCOME-OPERATIONS	<u>July</u>	<u>August</u>	<u>Year to Date</u>
Love Offerings & Others: Building	\$ 12,932.66	\$20,150.12	\$248,252.73
Love Offerings & Others: Development	50.00	0.00	26,050.00
Interest & Dividend	<u>1,767.59</u>	<u>529.88</u>	<u>3,514.69</u>
Total Cash Income	<u>\$ 14,750.25</u>	<u>\$20,680.00</u>	<u>\$277,817.42</u>
CASH DISBURSEMENT			
Development	9,971.41	11,428.02	59,469.37
Building	<u>*126,235.40</u>	<u>10,775.77</u>	<u>145,952.53</u>
Total Cash Disbursement	<u>\$ 136,206.81</u>	<u>\$22,203.79</u>	<u>\$205,421.90</u>
NET CASH BALANCE THIS YEAR:	<u>\$ -121,456.56</u>	<u>\$ -1,523.79</u>	<u>\$ 72,395.52</u>

*Building Closing Cost Included

\$119,777.59

MEMORANDUM

From Glenn R. Mosley

CHANGES WITHIN THE EDUCATION DEPARTMENT

In behalf of our entire Association, I am pleased to announce that Mick Dustin has been appointed to fill the position of Associate Director/Director of Education for the Association of Unity Churches, and assumed duties on October 1, 1991. We look forward to working with Mick and to the expertise he will bring to this position.

Also, effective October 1, 1991, Ray Wiggins' position with the Association of Unity Churches changed from International Consultant Teen and Adult Education to **Coordinator of Intergenerational Ministry**.

In this role, Ray will assume the duties of our former position of Consultant to Children's Ministries. He will continue to direct Y.O.U. and Adults of Unity. And he will supervise all work and personnel related to Uniteen and Year of the Child. Among some specific duties, he will resource our local ministries by identifying teaching material for children developed by other denominations or nondenominational publishers which are usable in Unity; he will work with Unity writers to develop short-term "mini" classroom teaching resources for children. And he will serve as publishing editor for the sample series of our proposed new curriculum as formulated by our Curriculum Task Force.

Carolyn Kruhm's position changes to **Assistant Coordinator of Intergenerational Ministry**. She continues her responsibilities for Uniteens including the revision of Image Stride, as well as her support services for Ray related to Y.O.U., Adults of Unity, and Children's Ministry.

An **Educational Assistant** will be hired who will provide support for our Education Department.

This restructuring of our Educational Department fills the vacancy which existed in our children's ministry. Funding for this move comes by redesignating youth education monies. The restructuring and funding were recommended to the Executive Committee which they approved unanimously. This change also has the endorsement of David McArthur, chair of our Curriculum Task Force; D'Etta Bachr, chair of our Youth Services Committee; Geri Fields, Ed. D., and Bob Marshall, members of the Curriculum Task Force as well as our entire Education Department staff including our new Director of Education, Mick Dustin.

Our Image Curriculum will remain available to the field as is. No additional revisions will be made. Image Stride for Junior High is undergoing a major rewrite and will be published under a new name.

Our Curriculum Task Force has made great progress in defining the nature and form of a brand new curriculum for our Unity ministries. By January of 1992, they will have a prototype of one Sunday in a ministry for consideration by the Board. Further review will be made by selected Youth Education Directors and ministers. Along with our Youth Services Committee, the Task Force will develop a time-line leading to a publication date which we estimate to be four to five years. Publication costs as well as funding of the new curriculum will be among their duties. Already conversations are under way with our Development Office for ways to gain funding, including possible grants: we gratefully appreciate and look forward to the grant from Unity School, beginning January 2, 1992, and given quarterly thereafter for two years.

Our new curriculum will take several years to develop, yet the need of our field ministries for teaching resources is immediate. This restructuring of our Education Department by your Executive Committee is designed to meet that need.

Worship Elements That Feed People

by Robert Ellsworth

Do you remember what "fed" you when you first attended Unity? For some it's the positive approach to life and spiritual understanding. For others, it's the feeling of acceptance, love, and hugs. For still others, it may be the minister's message, a message that resonates with a person's own deeply held spiritual understanding. Regardless of what feeds people, they are drawn back by elements of the worship experience that are meaningful to them.

What are the most important elements of a Sunday talk and worship service? Three years ago I began collecting information on this important question. With the help of ministerial classes, we constructed a questionnaire that identified 34 elements of a Sunday talk and 20 elements of a worship service. This questionnaire was given to 254 "serious" Unity congregants. People who came to CEP and the Board Seminar/Retreat took it. And people from two different congregations who attended a workshop took it. These 254 people were serious about Unity. The results, therefore, do not necessarily apply to newcomers to Unity, although I would expect that newcomers would have similar views regarding what worship elements meet their needs.

Sunday Talk Elements With Highest Appeal

Fifteen of the 34 Sunday talk elements were chosen by over 50 percent of the 254 congregants as very important to them. They are:

1. Help me connect with the presence of God (mystical connection) [84%]
2. Stimulate my thinking and expand my understanding. [82%]
3. Include Bible interpretation (new metaphysical insights). [79%]
4. Show people how to handle conflict, forgiveness, personal problems. [77%]
5. Open new insights into spiritual teachings. [76%]
6. Focus on God's love and acceptance of each one of us. [72%]
7. Cause me to reflect on the meaning of life. [65%]
8. Have practical, down-to-earth guidelines for daily living. [64%]
9. Focus on the positive, joyous aspects of life. [64%]
10. Are delivered with humor, including some jokes. [62%]
11. The minister shares his/her own personal challenges and overcomings. [60%]
12. Focus on healing (body, mind, and relationships). [60%]
13. Are based primarily on Truth principles. [59%]
14. Include stories of individuals who overcame adversity. [52%]
15. Have energetic, enthusiastic delivery. [52%]

How would a minister "skillfully and effectively" apply these elements in his or her Sunday talk? "Connecting with the presence of God" was very important to congregants. How can people connect with the presence of God through a Sunday talk? Most obviously, if the minister is clearly a God-conscious person, people will feel it and perceive it. Such a minister will talk about God; how God is present within us, in our lives and in our daily events. Phillip Brooks, the great New England preacher of the late 1800's said, "Good preaching is part art and part science, but mostly it is the divine spirit bubbling over into the souls of the listeners." The divine spirit must be present in the speaker, and then it can bubble over through his or her work, example, and consciousness.

How else might people experience the presence of God from a Sunday talk? This question was asked of the ministerial class of 1992. Here are some examples:

- ✓ Talk about God in the spoken word.
- ✓ Use Scripture readings that speak to God's nature, influence, and love.
- ✓ Affirm the presence of God in each person.
- ✓ Use examples of God's presence in every day experiences.
- ✓ The conviction of the speaker as "God alive" in his/her life will come through.
- ✓ Refer to the wonder and mystery of God.
- ✓ Bless the sanctuary before the service, with prayer, by lighting a special candle, etc.
- ✓ Use a formal invocation to open the service, such as "We are now in the presence of pure Being. Today I receive what is meant for me to know."

Continued...

Each of the 15 important elements of a Sunday talk could be examined in the same way. Brainstorming with a worship committee, church leaders, or interested congregants would provide valuable insights as to how these important elements of a Sunday talk could be skillfully and effectively introduced.

Element With Least Appeal

Because of space limitations, the talk elements having moderate appeal are not listed in this article.

The five elements with least appeal include:

30. Include philosophy and theology. [29%]
31. Include poetry/quotations from respected sources. [25%]
32. Include dramatic, attention-getting statements. [25%]
33. Are based primarily on Unity writers (Fillmore, Cady, Butterworth, etc.). [22%]
34. Provide lots of new information, facts, and ideas. [21%]

This list may surprise you! A Unity minister trained several years ago said, "These were the things we were told were most important in a Sunday talk. I went out and used them for two years before I discovered they weren't important to my congregation." Teachings from Unity writers, while not highly valued in a Sunday talk, are very important as part of adult classes, as will be seen in the next section. In a few ministries, Sunday talks are often straight Fillmore, Cady, and Butterworth. While this works in some places for some ministers, this focus apparently does not have wide appeal.

It is also interesting to note that providing "lots of new information, facts, and ideas" is not appealing to most congregants (Question #34, 21% appeal). On the other hand, talks that "stimulate my thinking and expand my understanding have high appeal (Question #2, 82% appeal). A good speaker first establishes a *need*, a connection between the talk theme and important issues of daily living. *Then* the information given is relevant, it expands understanding. A talk that just provides new information, facts, and ideas may be irrelevant and boring if they are unrelated to a real need.

Worship Service Elements With Highest Appeal

Nine of the 20 worship service elements had high appeal to over 50% of the congregants. These include:

1. Sing joyful, uplifting congregational songs. [83%]

2. Include singing the Peace Song each Sunday. [80%]
3. Take place in an attractive sanctuary (comfortable seats, attractive colors, etc.). [77%]
4. Include singing or speaking The Lord's Prayer each Sunday. [77%]
5. Have quiet and silence before the Sunday service begins. [69%]
6. Have plenty of musical variety (alternating soloists, instrumentalists, etc.). [62%]
7. Include hugs. [59%]
8. Strive for excellence in the quality of soloists and musicians. [57%]
9. Have a long silence during the group meditation. [53%]

Elements With Least Appeal

The worship service elements with least appeal include:

15. Sing sacred, traditional congregational songs. [29%]
16. Include responsive prayers prayed aloud. [29%]
17. Sometimes include dancing/drama during the Sunday service. [28%]
18. Use traditional elements (candles, incense, sometimes communion bread, etc.). [27%]
19. Have a choir singing regularly. [26%]
20. Have formal and dignified Sunday services. [15%]

In examining the list above, it becomes clear that uplifting songs are in, sacred traditional songs are out. A variety of excellent soloists/musicians are in, choirs singing regularly are out. Times of silence are in, but formal dignified services are out. The Peace Song and The Lord's Prayer are in, responsive readings are out.

May We Help You?

If you would like a complete listing of the relative importance of Talk, Worship Service, and Church Program Elements, write or phone Cheryl Vestal, managing editor of CONTACT. If you would like a copy of the questionnaire to use with your congregation, Cheryl can also send this to you.

Sunday worship is a vital part of ministry. Our wish is that this information will stimulate a re-examination of the elements related to quality worship services and brainstorming about how these can be skillfully and effectively applied. Jesus said, "feed my lambs." Worship service is one of the primary ways people's souls are fed. God bless each of you for choosing to minister to others, and to yourselves.

Light on the Path



Trish Robinson
Licensed Teacher Consultant

We are the otters of the universe! We have the opportunity to learn more and learn faster than in any other form in any dimension and we do resist it so much. Why? I don't know. Maybe, because we forget to have FUN and we take everything and everyone so seriously, including ourselves. We read and hear often about the universe inside us and we nod and agree; yet, most of the time we carry it no further. We spend little time exploring that vast inner world. And do we learn to really *hear* ourselves? Do we examine to see if we are truly *living* what we say we believe? Do our feelings, thoughts, words, and actions confirm that God is all and God is good?

There is ONE presence and ONE power in the universe and in my life--God the good omnipotent! Do we believe this? Do our lives reflect that belief? If not, why not? Could it be that we are so busy trying to live up to our own and other's expectations of us that we have little energy or time left to explore that wondrous world within. We know (don't we?) that when we set a goal it is worthless if we are not going to do periodic checks to see if our actions are moving us toward that goal. We must have check points; whether it is an inner or outer goal. I see value in support groups, AA, Course in Miracles, etc., yet the benefits are little if out of them does not come the realization that no power outside ourselves is greater than the power within us. Nor is any power outside of us AS great as the power within. When I feel *uncomfortable*, I am the only one who has the power to dissolve the *UN* and return to comfort.

Many of us agree that the outer reflects the inner, therefore, we are giving quality and quantity attention to the inner. Aren't we? The more we give thanks to God, the more we become aware of how much we have to give thanks for. We prove that every day--right?

We really believe "The Father and I are One." There is

no separation though we sometimes feel separated and we CAN do something about that. And we do, don't we? There are two sides of EVERY coin. When we give we also receive. When we receive we also give.

We never get a heavier burden that we can carry. Neither do we ever get more love or joy than we can handle.

If we all agreed with everyone or everything, growth would be infinitely slow and boredom would rush in exceedingly fast.

When I (or anyone) mentions principle and they respond with "It's hard when it hits close to home." I want to ask "then what good is it?" Sometimes I do ask it out loud. I ask, "What good is principle if when it hits close to home we can't or don't use it?" For we all agree: it works when we work it. I learned from Vrle Minto that when I see trouble coming at me and he or she is only a few feet away trouble isn't going to stop coming when I raise a sign (or say) give me then minutes to feel filled with God's peace. I have to practice until I can feel peace filled in an instant and then keep practicing until I am always peace filled.

Some Jesus quotes to live by:

What is that to thee? **Answer:** None of my business. Thanks for asking and getting me back to *my* business--me.

Let he who is without sin cast the first stone. **Answer:** I have missed the mark (on occasion) so I cannot be the one to pass judgment.

Some cliches that are profound truths:

What we give our attention to GROWS.

What we fight FIGHTS BACK.

What we resist PERSISTS.

(Thanks to Amalie Frank for reminding me.)

Is it scary to FULLY trust God? You bet--yet only for a little while! Is it scary to learn not to care what anyone thinks of us? You bet--yet only for a little while!

To "trust" God totally *was* scary.

To learn to really know me *was* scary.

Now--it's scary not to.

From one angel to another: THANKS! Love and blessings.

P.S. If we are only going to give attention to one thing we do, let's consider choosing what is probably the most important of all--the words that follow I AM.



Judith Venturini
Year of the Child Coordinator

The Year of The Child Lives

Yes the Year of the Child is still happening! Many people have been confused and concerned that perhaps the Year of the Child was canceled with *Wee Wisdom*. Although the hundredth anniversary of *Wee Wisdom* magazine had been selected as the year to celebrate the Year of the Child, the cancellation will not effect our plans to go forward with empowering our children in the twenty-first century. Yes, 1993 is the Year of the Child!

An Ad-Hoc Committee was formed by the Youth Services Committee to move forward with the planning of all the projects we envision for the Year of the Child through 1993. We met at Unity Village on October 17 through 21, 1991. Those who attended the meeting were D'Etta Baehr, Chair of Youth Services Committee; Judi Venturini, Year of the Child Coordinator; Ray Wiggins, Coordinator of Intergenerational Ministry; Carolyn Kruhm, Assistant Coordinator of Intergenerational Ministry; Dick Everts and Marianne Hill, members of Youth Services Committee; Fred Bogert, Music Coordinator for the Year of the Child. The committee also had input from Glenn Mosley, Mick Dustin, Debbie Ratliff, and Young Bae of the Association of Unity Churches.

Our first task was to redefine and rededicate ourselves to this project. Our new mission statement is:

To motivate, guide, and support Unity churches to enhance and expand their ministries with children and youth.

We have rededicated ourselves to this statement of purpose and with this in mind, we spent the rest of the time selecting projects that would be aligned with it. Our proposals will be submitted to the board in January for consideration and approval. Some of these projects we have given our highest priorities to are:

Resources

A Year of the Child Program Packet which will contain resources, and ideas for the entire year of 1993. Some of the highlights of this packet contains: ideas for service projects, intergenerational activities and suggestions for ministers to use at the Sunday services.

Training

A handbook for training teachers called, "New Directions in Spiritual Education: To Envision Your Children's Ministry with Youth and Children." This is a resource to compliment the training video, which is now in inventory.

Songs

A songbook and cassette album for children and Sunday school.

Videos

Expanding the "Video Lending Library" to include video's for children's ministry.

The Youth Services is excited about the direction the Year of the Child is

Art Contest!

Deadline: December 31, 1991

Send entries to:

Judi Venturini
Year of the Child
Association of Unity Churches
P.O. Box 610
Lee's Summit, MO 64063

moving. There is a lot of excitement in the field as many of the churches have begun to plan for their activities. I am beginning to get a steady flow of articles for the Year of the Child Newsletter. You will get an idea of some of the things other ministries are trying through this vehicle. Please submit your stories to me so I can share your good ideas with the field. I want to thank all the Youth Education Directors for the work and enthusiasm they are displaying. And most of all, I want to thank all those ministers in the field who have committed themselves to finding ways they can expand their vision of how children fit in their ministries. You are making a difference to our future!

As we worked with our new Conference Coordinator, Debbie Ratliff, I became very excited about the Ministers' Conference in 1993. The entire Conference will focus on children and ministry. This will be an event that will appeal not only to ministers, but anyone who has contact with the children in our ministries. A quality program for the children who accompany their parents to conference is in the making.

Yes, the Year of the Child lives and is growing in enthusiasm all the time! Join us in our vision to enhance and expand our ministries for children and youth.



Participants in the planning of the Year of the Child project: (seated): D'Etta Baehr; (standing l to r): Judi Venturini, Ray Wiggins, Marianne Hill, and Dick Everts.



Ray Wiggins
Coordinator of
Intergenerational Ministry

A Congregation of Care

We live in a world that is often uncaring and sometimes hostile. Individualism, self-interest, and competition are strong. The small groups in our churches: classes, clubs, choirs, teams, etc., can express caring, emphasize cooperation, and practice inclusion.

Leaders of these groups can help members care for one another. When we care and use our caring gifts, members of the group learn from us. When we are sensitive to persons who seem to be excluded, others will see and follow our example. When we make new people feel welcomed, we give encouragement to members of the group to do the same.

Do the following exercise with your group to help them think about the issue of exclusion and inclusion.

➡ Ask each person to think about a time when they were new to a group. Give them a moment to recall the time. Encourage them to be as specific as possible. Then ask, "How did you feel?" List responses on newsprint or chalkboard.

➡ Then ask, "What did people do to make you feel included?" List.

➡ Then have the class explore what they will do to

make people feel included in a group and/or in the congregation.

➡ Do a check up in six weeks to see how you are doing.

As teachers, we can use methods of teaching that encourage persons to listen to one another and to share experiences and insights. Teachers of children and youth will especially note the tendency they have to "put others down," sometimes in the name of fun. In Y.O.U. Chapters a required group agreement is, "NO PUT-DOWNS!" Teachers with children can also help the class to adopt the ways they behave and treat each other as "group agreements" or as "we promise to. . ." statements. Work at building the group through exercises which encourage listening and sharing.

Though young children are basically concerned about themselves, and though they naturally are concerned about self first, they can be taught to care for one another. Use activities that encourage cooperation rather than competition. Tell stories and then ask questions to help children look at the experiences of others. They are able to identify feelings that people in the story might have. Show pictures and ask children what the people in the pictures are feeling. Listening skills, appropriate for the age level, might be demonstrated by puppets. Sometimes actual experiences of children in the class might be used. Explore possible caring responses with them. Decide to do one or more of the possible responses. Children can care for one another.

Teachers can help classes be sensitive to the natural tendency to be with those we know best. Because members of a group are friendly with one another, they assume the group is friendly. However, new people often experience the group as cold and closed. It is difficult to become part of such a group. If possible, it is caring to start new groups for new people. If not, teachers can help new people enter a class by reminding members to be intentional about involving others.

Encourage class members to pray for one another. When concerns are identified and shared, give the group a moment of silence to pray. In audible prayer, name the persons discussed.

You may want to take a class session to share the idea that an image for your group is a "congregation of care." Then invite the group to list ways that they care for one another. Then ask the group to list some things they could do to make the class more caring.

When we care for one another in small group settings, we meet important needs in the lives of persons and people can say of us, "see how these people love one another."

INTERGENERATIONAL EDUCATION MINISTRY

1991-92 Officers of International Youth of Unity



From left to right: Rita Wnuk, First Vice-President; Jamie Rosemergy, President; and Joy Douglas, Second Vice-President. Elected by the delegates at Y.O.U. Conference '91, these officers plan the International Conference for '92, write for the bi-monthly publication to chapters, "Prayer Panel/Newsletter, and manage the through-the-year operations of Youth of Unity.

Announcing

International Y.O.U. Conference 1992
Unity Village, MO
Monday, August 10 - Sunday, August 16

Russian Teens Attend Y.O.U. Conference

Fourteen teens and three adult sponsors from Spiritual Unity of the Soviet Union attended the 1991 Youth of Unity Conference August 3-9 at Snow Mountain Ranch in Winter Park, Colorado. Their visit was made possible by the love offerings of Y.O.U. Chapters, Y.O.U. Regions and a number of caring individuals. Our sincere appreciation to those who supported this project, not only monetarily but with their time and energy. The results would be called by anyone not associated with Unity, as miraculous!

Rather than report in this space on the numerous wonderful ways the trip came together against great odds, I prefer to speak of the inner miracles experienced by the delegation. After all, it is the inner work which we teach and it is that for which Y.O.U. functions.

The Russian teens experienced, as did all of our delegates, the closeness, the fun, the acceptance and love and the teachings of Unity. So impacted by the Conference was one Russian youth that he was transformed from one who was close to committing suicide to a person with better self-esteem and hope. He alone made all of our efforts worthwhile.

He, along with the others, returned to a Soviet Union facing political turmoil. Like seeds they will flourish in demonstrating the Christ teachings of Unity. Like flowers they will blossom with the sweet fragrance of love and attract to them thousands of teenagers to Youth of Spiritual Unity (our Soviet counterpart). And we rejoice in knowing through the years to come that it first happened at Y.O.U. Conference 1991. Thank you, Spirit!



Russian delegates to Y.O.U. were greeted by Vivian Huber, minister, and Y.O.U.'ers from Unity of Montclair, New Jersey, at Kennedy International Airport.

Youth of Unity (Y.O.U.) Regional Representatives 1992



Pictured above are those elected by their Y.O.U. Regions to serve as Regional Officers for 1991-92. Duties include planning and leading of Leadership Weekend, Regional Y.O.U. Retreats and Rallies, writing of Regional Prayer Panel/Newsletters, and (in some regions) Kid's Kamps and special events.

Youth of Unity (Y.O.U.) Conference 1991 Photo Snow Mountain Ranch, Colorado



538 delegates attended the '91 Conference. With the theme, "Why Are We Here? ... TO LOVE!" the Conference was wonderful in every way. Leaders, Jim Rosemergy, Edie Skalitzky, Sharon Poindexter, Krysta Kavanaugh, and Karl Anthony gave the teachings and helped delegates to both experience and envision their own understanding, acceptance, and demonstration of Agape Love. Our thanks to everyone who attended and to all who helped make it work!

INTERGENERATIONAL EDUCATION MINISTRY

Attendees Adults of Unity Conference 1991 Unity Village, Missouri



The first Adults of Unity Conference was well attended and wonderfully received by all. Alan Cohen, keynote speaker, along with Krysta Kavanaugh, Charlie Thweat, Karl Anthony, Frank Giudici, and Jim Freeman led the Conference in exploring the theme, "Genesis: You Create Your Universe By The Power of Your Thoughts."

Adults of Unity is the overall name of the International Program for Unity Churches. With Ray Wiggins as the Coordinator and a team of three elected officers, Adults of Unity

(A.O.U.) seeks not only to provide an International Conference, but also to resource your local church in starting and managing groups in your church for young adults, single adults, senior adults, men's groups, women's groups and young thinking adults (no age limits). The International Conference is open to all adults regardless of age or status in life. It brings together all of your adults for an experiential approach to learning and applying Truth in one's life.

Announcing

Adults of Unity Conference 1992

August 17-23

Unity Village, MO

Theme: LOVE TO THE INFINITE POWER
--experiencing the wholeness of your joyful now--

Leaders: The Reverend Sharon Poindexter
and musician Rudi Harst

FREE
To ministers/ licensed teachers
who bring a delegation of 10.
PLAN NOW!



Carolyn Kruhm
Asst. Coordinator of
Intergenerational Ministry

"I'm Your Secret Pal"

In several recent workshops with Uniteen leaders the idea of using Secret Pals with Uniteens has been discussed. This is something that you can use as an ongoing activity or for a limited time. Uniteens sometimes hear negative comments about themselves or have negative self-talk. They need to hear affirming statements about who they are and a secret pal activity can be one way to do this. It is also a good way for them to practice saying positive things to one another.

The idea behind Secret Pals is not to see who can get the best gifts or who can spend the most money; in fact we should discourage this kind of thinking. The purpose of Secret Pals is simply to let someone know that they are thought of in a positive light; that someone cares about them.

You may want to do several lessons on affirmations, including writing and receiving affirmations, and the purpose and power of affirmations before you assign names.

The following are general guidelines and suggestions for doing Secret Pals with your Uniteens. Choose what will work best with your group. Realize that it may take time for some to be comfortable with this activity; you may want to provide suggestions of things to write, old poetry books to copy a poem from or sample items that have been made.

- ☛ Allow the Uniteens to draw names without letting anyone else know whose name they have drawn (remember it's secret pals!)
- ☛ Encourage them to write notes, poems, songs, or draw pictures for their secret pal. Maybe create a "pet rock" or

make something from nature. Have someone else sing a song to your pal or give them a hug.

- ☛ Provide material in the room for them to make something when they arrive. This will eliminate the feelings of "I forgot to bring something for my secret pal, I screwed up again."

- ☛ Set it up for one week. Have them bring their "gift" the next week (remember, don't encourage spending money on their gift).

- ☛ Set it up so that they have a secret pal for a month. Maybe provide envelopes for them to write and mail notes to each other so that they can continue to participate even if they or their secret pal miss a Sunday.

- ☛ Set up a Secret Santa program similar to Secret Pals but have it around Christmas time.

- ☛ After they have done secret pals among their fellow Uniteens maybe spread it to the younger children and have the Uniteens give notes, etc., to a younger child.

- ☛ Make sure they have an opportunity at the end of the designated time to tell their Secret Pal who they are.

Questions, Question, Questions

"A group facilitator should ask a lot of questions. That will stimulate discussion in your group and they won't get bored." How often have you heard comments similar to this? It's true that questions can stimulate discussion, however the types of questions used are very important.

We may use questions such as "Do you think he should have said that?" "Can you think of another way to do the same thing?" These are yes/no questions and only require yes or no as an answer. No other response is required although further response can be implied. Yes/No type questions can effectively stop conversation, especially with Uniteens who may not be very expressive or verbal anyway.

Use "wh" questions instead. "Who? What? When? Why? How?" questions leave room for opinions and ideas. They provoke thinking and stimulate sharing. One caution with these questions though. "Why" questions can sometimes be perceived as attacks on the person. For example, "Why do you think that?" "Why don't you want to do that?" If questions like these are used within the context of needing to know the information in order to better meet needs they will not appear to be as confronting.

There are hundreds of questions to ask dependent on the activity, and yes/no questions cannot be entirely avoided, however they can be used sparingly within your discussion time. Become aware of the questions you ask and listen to the lively discussions that take place!

Important Dates For 1992

Mid-Year Committee Meetings
Executive Committee Meetings
Skills Demonstration Seminar
Board Member Seminar & Retreat
Pre-Conference (St. Charles, IL)
Unity People's Convention (St. Charles, IL)
Licensed Teacher Postgraduate Week
Skills Demonstration Seminar
Youth of Unity Conference
Adults of Unity Conference
Executive Committee Meetings
Board Member Seminar & Retreat
Skills Demonstration Seminar

Jan. 19-24 (Sun.-Fri.)
March 30 - April 1 (Mon.-Wed.)
April 25-May 1 (Sat.-Fri.)
May 16-21 (Sat.-Thurs.)
June 12-16 (Fri.-Tues.)
June 16-21 (Tues.-Sun.)
June 27 - July 3 (Sat.-Fri.)
August 8-14 (Sat.-Fri.)
August 8-14 (Sat.-Fri.)
August 15-21 (Sat.-Fri.)
Sept. 13-18 (Sun.-Fri.)
Sept. 19-25 (Sat.-Fri.)
Oct. 31 - Nov. 6 (Sat.-Fri.)

1992 Regional Conferences

Attention Regional Reps:

Please advise Nira Schreen in the Association Office (816-524-7414, ext. 352)
of the dates and location of your region's conference
and officers of your region for 1992.

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