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Contact

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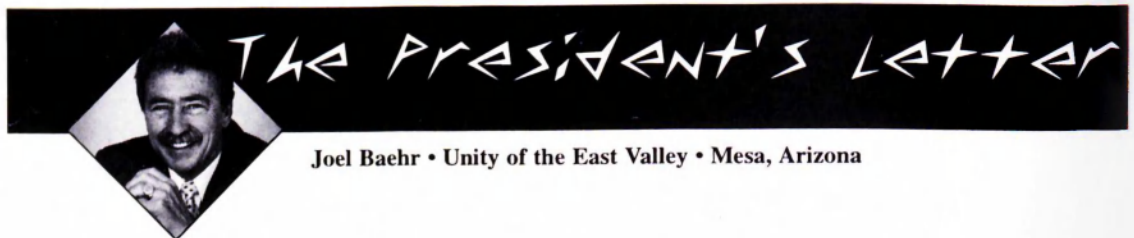
Volume 30, Issue 1
February/March, 1996

CONTACT STAFF:

Editor-in-Chief - Glenn Mosley
Supervising Editor - Joann Landreth
Managing Editor - Cheryl Vestal

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.

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



Joel Baehr • Unity of the East Valley • Mesa, Arizona



Dear Ones:



First of all I want to thank you for the immense outpouring of love you have showered upon me. I've heard from hundreds of you directly, many of you indirectly through Glenn and some of you who I could feel to be in my heart. I have some tears left to shed but the healing power of your love is getting me cranked up and ready to head into the next phase of my life.

Other than D'Etta's unexpected departure this has been a beautiful year for me, and I expect that to continue. The inevitable changes that lie ahead for me and for the Association will hatch in their perfect time, bringing us to new levels of spiritual accountability. Since I'm writing this before the January meetings, I don't have much to say except that if you haven't signed up for our Convention Cruise in June—do so soon! We're gonna rock and roll!



Love you dearly,

Joel

Joel



THE DIRECTOR'S LETTER

Glenn R. Mosley • Executive Director



(Perhaps in your ministry and/or your personal life the following will be useful to you. My letter this month is one in an occasional series and is an excerpt from death and dying research I have done and continue to do. Love, Glenn.)

Good Grieving: Strategies for Coping Part IV

One of the problems in understanding grief is that it is often camouflaged. In some it takes the shape of increased dependence on tranquilizers, alcohol or sedation, while in others it appears as changes in character—sometimes subtle changes and at times not so subtle changes.

A rule of thumb for care givers is to never treat individuals routinely. This is excellent advice for one who is himself/herself grieving or who is assisting and emotionally supporting another who is grieving. One of the most effective ways to cope with grief is to understand that the feelings of guilt, resentment of not having done enough, desertion, deprivation, anger, fear, and countless others are shared by almost all who grieve. Since death is not a subject for casual conversation, two people in a family may be grieving for the same person and experiencing almost identical reactions, but because they do not feel free to share these emotions completely, they may assume that their own reactions are actually abnormal. For example, there may be feelings of guilt because the bereaved believed he/she could have done more to prevent the loved one's death; he/she may say I could have insisted on calling the doctor sooner, I should not have allowed him/her to refuse surgery five years ago, he/she should have been in the hospital sooner, he/she should have had more rest and longer vacations. The bereaved may even feel resentment because "he/she left me just when I needed him/her the most." The bereaved rarely feels he/she can openly admit such an emotion, so he/she bears it in silence. The death of a parent, husband, wife, or a child with whom one has had an intimate relationship brings a pervasive feeling of loss. What is less well recognized is that this feeling of loss may be taken as a personal slight, the feeling that the departed has run away, deliberately deserted his/her family. On a deep emotional level such feelings of desertion, depri-

vation and resentment are to be expected. If we are aware these negative appearing emotions are not abnormal we can cope with them more positively.

In addition to thoughts about his/her own death, it is not uncommon for a person to have thoughts about the death of a loved one from time to time. He/she fantasizes his/her reaction to such a loss as well as fantasizing the loved one's reaction to the situation if it were reversed. This is not to be confused with the death wish, but it often is. The use of euphemisms such as passing on instead of dying is often a very unhealthy attempt to avoid acceptance of the reality of the death of a beloved person. There are times when the bereaved, while making funeral arrangements, decides he/she will be strong and have the casket remain closed. There are some religions which encourage having the casket closed, and there are some people who can truly accept the fact of death within a few hours and who do not need to see the remains of the loved one again. More often than not, however, the closed casket represents still another effort to evade the reality of death. As in the case of unnecessary sedation, all that is effective is that the bereaved has only put off until another more difficult time the acceptance of the reality of death. It is more difficult because friends and relatives depart almost immediately after the funeral and the bereaved is left alone without their support. Complete acceptance of the fact of death does not come easily, but it is not possible to return to a life of normalcy until the task is accomplished.

One of ministry's most fulfilling experiences is standing by, facilitating that accomplishment in the life of the bereaved.

ATTENTION MINISTERS:

The ministries of today's spiritual communities which are increasingly seeking better youth education programs are growing ministries. If you have developed or are in the process of developing a youth department in your ministry, be sure to read our youth education articles in this **CONTACT** for some really good ideas to create a viable youth ministry. *The Education Link* is another resource for more indepth information.

"One of the most effective ways to cope with grief is to understand that the feelings of guilt, resentment. . .are shared by almost all who grieve."



Shay St. John • Director of Development

“Our Association of Unity Churches invests in the future of our Unity movement through its myriad services to our growing Unity ministries.”

In Sir John Marks Templeton's book, *Discovering the Laws of Life*, we find these words: “Helen Keller once said, ‘I do not simply want to spend my life; I wish to invest it.’”

Those persons who are on the leading edge of human evolution realize, as did Helen Keller, that the greatest happiness in life comes, not from comforts and pleasures that money can buy, but from the investment of the days of our lives in a purpose which transcends our purely personal interests.

“Each of us has a purpose for living beyond our own survival and pleasure. Every individual is like a strand in a web, with a vital contribution to make, not only to the sustenance of life as we know it, but in the creation and development of more beneficial expressions of life. Investing, rather than spending, our lives involves the commitment of our resources—ideas, love, talents, time, energy, money—to those activities which support this larger purpose. The return on a wisely made investment is happiness and satisfaction.”

Our Association of Unity Churches invests in the future of our Unity movement through its myriad services to our growing Unity ministries. From the creation of our Living Curriculum for children, youth, and families to “hands on” trainings with boards and key leaders in ministries, we seek to provide vital materials and information to our ministers, teachers, lay leaders, and congregants. Postgraduate courses, management consulting, volunteer enhancement and putting financial feet under the church's vision are but a few of the many ways our staff works directly with Unity ministries.

Committed to excellence, our radio and television spots reach out to those who are seeking Unity's positive, practical approach to Christianity. “Love Notes” provides quality music with a Unity flavor to our ministries. Conventions and conferences bring our Unity family together to benefit from each others' successes. Placement is facilitated as our staff works with church boards and ministers to encourage quality leadership in every ministry. Pioneer work is nurtured through our Expansion Department.

Much needed supplies and resource materials are available to help our churches. Bulletin covers, offering bags, various items with our Association logo and books to enhance the work of ministry are but a few of the things that may be ordered through our ever-expanding shipping department.

Communication with every ministry remains a top priority. Phone calls allow creative brainstorming on everything from bylaws to volunteer recruitment. Our fax machine busily sends and receives important documents to keep us in touch. Conflict management is available through times of change and growth. Marketing and public relations, our newest department, will open the way for our Unity message to reach beyond the walls of the church to touch the lives of future congregants. **CONTACT**, **Headquarters Highlights**, **Ministers' Letter**, and **Prosperity** are regular publications that keep us all informed.

Education opens the mind and heart and provides vital Truth tools for these changing times. Association staff members teach in our Ministerial Education Program and our Continuing Education Program for licensed Unity teachers. Scholarships through our STARlight Fund support international ministerial candidates. Board Retreats, Licensed Unity Teacher Week, Skills Demonstration Seminars, Youth of Unity and Adults of Unity retreats, and much more enhance understanding of Unity's message.

Prayer guides all that our Association does. We begin each work day in prayer, aligning in consciousness with specific ministries and donors. Our Celebration of Life Chapel reflects our interconnectedness. A book of memorials honors loved ones who have blessed our lives in special ways.

Yes, our Association invests in service, support, and love for you, our Unity family.

Sir John continues in *Discovering the Laws of Life*: “Investment of resources can be exciting. When you watch a worthwhile organization or project in which you have invested yourself succeed, you can share in the success, knowing that See **SERVICES** on page 18, col. 1

PLACEMENT/EXPANSION

Joann Landreth, Associate Director • Director of Placement/Expansion



The year of 1996 is well underway. Our prayers are with each ministry and study group. We visualize great good unfolding in and through all your ministry activities. Our prayer is:

You are One with the Creative Spirit that is God, and together you create life in abundance and a vital ministry that meets the spiritual needs of many. Thank You, Creative Spirit. Thank You, God!

The Association of Unity Churches Expansion Committee and Expansion Department is vitally interested in developing new ministries and study groups for the message of Unity is a powerful one that helps people live life more constructively and positively on a day-to-day basis. Educational material and resources are available for individuals starting new groups. Recently the Association of Unity Churches' Board of Trustees approved policy for making application for Expansion funding. The funding policy includes participation by the group itself, a sponsoring ministry, the region, and the Association, having Unity credentialed leadership, and no more than six (6) grants will be approved for any fiscal year.

In June, 1995, the following ministries, each of which is led by an ordained Unity minister, were approved for the four (4) participating parties expansion funding for one year (fiscal year beginning October 1, 1995):

Unity Church Lakeland
Lakeland, Florida
Eleanor Bentley, Minister

Unity of Bonita Springs
Bonita Springs, Florida
Sandra Lockey, Minister

Unity Church of Port Huron
Port Huron, Michigan
Julie Montague Ayers, Minister

Unity Church on the Lakeshore
Holland, Michigan
Donna Smith-Snyder, Minister

Unity of Bloomfield Hills-Troy
Birmingham, MI
Helen Rao-Fischer, Minister

Churches, ministries, and individuals financially supporting the Association of Unity Churches have made this funding possible. We send forth a special "thank you" to all contributors of the Association.

Your prayer support for these newly forming churches is deeply felt and appreciated. We ask that you join in our prayer for them which again is:

You are One with the Creative Spirit that is God, and together you create life in abundance and a vital ministry that meets the spiritual needs of many. Thank You Creative Spirit. Thank You God!

Truly prayer is the most powerful and creative activity in which you can participate to help create vital growing churches and thereby create a vital, growing, service organization, the Association of Unity Churches, for prayer is the heart and the foundation of the entire Unity movement.

For information on educational resources and information on possible expansion funding, please write to:

Expansion Department
Association of Unity Churches
PO Box 610
Lee's Summit, MO 64063.

We are always grateful for the part you play in the ongoing business and success of our Association. God bless you always.

“ . . . Prayer is the most powerful and creative activity in which you can participate to help create vital growing churches. . . ”

"Create a vision, energize the congregation, provide exciting and innovative classes and workshops to help the church stay young."



Barbara O'Hearne • Church Management Consultant

To the Minister and Board of Trustees:

CHURCH MANAGEMENT

Thoughts on Leadership

Ten Ways to Build Trust

People make the difference between success and failure. As an example, a computer components contract manufacturer wanted to grow the business; share the wealth created; create a working environment where people felt satisfaction. . .and even have fun on the job. They believed the best way to do this was to create trust within the company, and they achieved their goals through use of the multiple approaches listed below.

1. Recognition. An employee who has done a super job throughout the month is recognized during a company meeting, is then given an extra check and his/her name is engraved on a plaque.

2. Information. Monthly information is shared as to where the business has been, where it stands now, and then where it is going.

3. Ownership. Through an established employee stock ownership plan (ESOP) productivity has improved.

4. Pay for performance. During performance reviews employees are complimented on where they are doing well. Where improvement is needed is reviewed, and how the company is willing to help. Cash bonuses are given as rewards to innovative employees.

5. Careful selection. People are hired who care about themselves, their family, and the company. They must be honest, willing to speak up, and have an interested curiosity about their activities and improvement.

6. Daily compliments. Statements of sincere appreciation for extra effort on the job are given daily in front of peers.

7. Acts of caring and kindness. Management constantly seeks to promote employees' best interest as human beings. For example, flexible hours are arranged in times of personal need. Management monitors health insurance benefits to make sure they are appropriate. Also as an ex-

tra bonus once or twice a year employees are allowed freedom to go home on a beautiful day.

8. Trustful relationships with employees. They treat employees with the same trust they expect from them. Daily attention is given to improving relations in every situation.

9. Full delegation of responsibility for results. To achieve the company's objectives, goals are clear and attainable. There is significant delegation of responsibility and no blame is attached to failure.

10. Partnerships with customers. Employees are expected to forge new partnerships with customers through honesty and trust.

--Thomas H. Melohn, *Executive Excellence*, June 1995.

The Good and New

After your opening prayer, begin meetings, classes, and/or work sessions with an activity called Good and New. Each person is invited to share something good that has happened in the past twenty-four hours. By focusing on events or experiences that are positive, everyone becomes more energized. Within time you will notice an improvement in what is accomplished and at the same time everyone's outlook improves.

--Peter Kline & Bernard Saunders

Ten Steps To A Learning Organization

Seven Challenges of the Plateaued Church

Plateaued churches are churches that have recorded less than a ten percent increase or decrease in membership during the past five years.

The barriers these churches face and a possible solution are:

1. Vision Problems. Without a vision of what the ministry is being called to do, they are likely to plateau.

***By creating a shared vision in writing and**

posted for all to see, the congregation is more likely to own the vision for their church.

2. No Plan. Some churches have a vision but do not have the tactical plans to implement it.

**By setting three-year goals and annual objectives, the ministry will keep its energy and resources focused on what is to be accomplished.*

3. Spiritual Void. Spiritual maturity among the membership along with the lack of trained leaders can keep a church plateaued.

**Focusing on spiritual development and providing leadership training are important and vital activities.*

4. Competition. In reality, other churches are rarely competition. Leisure time, social and community events are more apt to be the competition.

**Provide alternative topics, times, and locations for ongoing spiritual growth.*

5. Facilities. Adequate and attractive facilities are critical to church growth.

**Do an annual space usage evaluation and "walk-through" to be sure your facility is well maintained and inviting.*

6. Age. Older churches grow more slowly than newer ones.

**Create a vision, energize the congregation, provide exciting and innovative classes and workshops to help the church stay young.*

7. Relevance. As communities change, a ministry's focus may need to be altered.

**Know your community and design strategies to meet the needs of the people.*

—Church Administration, April 1995

Why Do People Resist Change?

Did you know that 47 percent of the American people strongly resist change? There are many causes for this behavior, and here are some relevant causes:

Culture: We feel comfortable behaving and thinking in familiar patterns. Cer-

emony can be very comforting because it requires no change.

Fear: The unknown is always threatening when we lack vision and/or faith. When we fear failure, risk-taking anxiety can immobilize us.

Loss of Influence: Few people will vote for something that promises less personal power and authority.

Lack of trust in leadership: People in leadership position who make several misjudgments develop followers who want to stay in the status quo.

Lack of leaders who can effect change: Leaders who do not have the skills to build confidence and insure the participation of followers will not make many changes.

Financial cost: The "we can't afford it" syndrome inhibits innovation.

Judgment: Doing something differently can sometimes feel like a judgment on the past.

Intolerance: Getting older sometimes makes us less inclined to appreciate the novel or the new.

Insecurity: Many of us feel more comfortable with known causes of insecurity than with promises of security that can happen only through change.

Self-esteem: Something new can threaten how we define ourselves.

—Wade D. Rubick, Net Results

Six Essential Functions for all Small Groups

1. Purpose. Every group needs a purpose related to the vision and life of the ministry and the tasks that come from such a vision.

2. Prayer. Spiritual growth is essential. Through prayer the group can put aside other concerns that may get in the way and focus on what the group is to do.

3. Congregation growth. People can invite prospective attendees or members to small groups. Here they establish relationships and begin to incorporate into the life of the ministry.

4. Caring/Fellowship. People care for one another, persons are known and so community is formed in the groups.

5. Learning. People grow in their understanding of their denomination's belief system.

6. Administration. The group manages its own life.

These six functions may not necessarily exist in equal balance in every group. However attention must be given to all of them in each group.

—John Mingus, Net Results

Balancing an Unequal Life

"Balance" is an ongoing, deliberate set of decisions we make about our lives. It is not an equal measure of work, love, prayer and play. What could help us in balancing is a process, a formula whereby we take stock of decisions against our personal values, goals, and physical requirements, then to choose wisely what we put into our finite day.

Step 1: Determine what is of value to you. Value has more to do with who you are and how you live your life, not what you have achieved. Once you have identified what is of value to you, you have a screen through which you filter your goals and activities.

Step 2: For a period of one week keep a pad of paper handy and make a note of every task you perform and what role you played.

Step 3: On a scale from minus 5 to plus 5, rate these roles and accompanying tasks according to enjoyment and personal value. Are the various roles and tasks you've played congruent with the

See LEADERSHIP on page 16, col. 3



Join us on a glorious
seven day cruise
convention in the
Caribbean
June 15-22, 1996!



CONFERENCE/CONVENTION

Debbie Ratliff Ball • Conference/Convention Coordinator

1996 Association Convention in the Carriibbean!

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7000 NW Prairie View Road
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Kansas City, MO 64151
1-800-869-6806 or
816-741-7417



through 22, 1996.

Are you feeling the "after holiday" blues? Has the winter weather got you down? Well, make your plans now to join us on a glorious seven day cruise convention in the Caribbean June 15

That's right, seven fabulous days aboard Celebrity Cruise Line's newest majestic ship the *CENTURY*, rated by Conde Nast Traveler's magazine as one of the top ten cruise ships in the world!



Imagine basking in the sun, finding a cozy corner to read your favorite book, or enjoying the friendship of the people attending the **1996 Cruising Through Life Convention**. All this and more is waiting for you in June.

Wish you were here!

The speakers, entertainment, and ship services are wonderful and the ship is breath-taking! We are really enjoying Cheryl Landon, Carlos Warler, and Therman Evans as keynote guests—they all have a dynamic message to offer. Also, Grammy-award nominated Karen Taylor-Hood is here... what a voice!

So many things to do and such beautiful ports of call! This was a great idea!



*The Unity Family
Every City
Worldwide*

CONFLICT MANAGEMENT

Embracing Conflict Within A Unity Ministry



If you would like more information about conflict management, contact your regional representative. If you would like to host a workshop on embracing conflict, please contact Gary Simmons at 501-442-0680; or Bill Williams at 409-560-3853.

Systems & Structural Conflicts

by Gary Simmons

SCUCA Regional Representative

The cohesiveness of the community is the basis for the whole being greater than the sum of its parts. Cohesiveness is partially rooted in the systems and organizational structures which connect all of the parts together. The word system comes from the Greek—*systema: to cause to stand*. In regard to organizations, it means a regularly interacting or interdependent group of structures or individuals forming a network for distributing something or serving a common purpose. Systems create functional units, balance, and equilibrium. They tend to maintain the status quo. Some examples of systems are: the solar system; the digestive system; a family system; a telephone system; a belief system.

Structures in organizations as well as in individuals are like pathways which determine how energy flows. Buildings are structures. Mountains and valleys are structures. Structures are important in that their presence influences how we live and move in our environment and in relationships. Because energy always takes the path of least resistance, structures which affect the flow of energy impact how that energy can be utilized. For example, if your church has seating for 300, but the parking lot has only a dozen spaces, then the parking lot size is a structure which impacts Sunday morning attendance. Structures not only pertain to objects and conditions, they also exist as beliefs, positions, and opinions. These structures are usually patterns of behavior or character which impact upon an individual's or group's capacity to channel energy and information.

It is important to understand and have some familiarity with the nature of systems and structures operating within the church community and how they contribute to conflict in the church. The cohesiveness of the community can be threatened when systems become dysfunctional or when there are structural problems which misdirect the flow of energy. The presence of these conditions may not be readily apparent until conflict arises.

Because systems exist to support and sustain

balance, they become dysfunctional when they perpetuate unhealthy norms. Church communities are particularly susceptible to family systems conflicts. In family systems therapy, the task is to address the unhealthy and inappropriate behaviors within a family system which typically play out for generations. Family systems approach looks at a family as a balanced whole. In the case of a dysfunctional family system, the tendency toward balance manifests as resistance to change and the repression of authenticity. Family members are compelled to adopt roles which enable individuals within the system to survive and adapt to the stresses inherent in the dysfunctional system.

In small church communities, especially, conflict is driven by family systems issues. Dysfunctional family systems in church organizations exist in part because the roles, rules, and expectations of those who participate in the system are unclear, unspoken, or undefined. A small church is like a family. In larger churches, subgroups within the community can become family units. Wherever and whenever roles and relationships coexist and there are not clear and definite boundaries or norms for expressing grievances and the clear exchange of information and ideas, the likelihood of a family systems related conflict is high. Other signs of family systems issues are codependency, denial or tolerance of addiction or sexual misconduct, and the presence of triangulation (gossip, rumor, spreading of innuendo).

Addressing family systems issues within a church community usually requires intervention of some sort. When the minister or the board attempts to deal with these problems, conflict is likely to intensify rapidly because the nature of family systems is to resist exposure and change. Conflicted parties left to their own devices are ill-equipped to address family system issues. Another important attribute of family system issues is that the pattern of dysfunction within a church organization is perpetuated irregardless of the personalities involved. Attempts to subdue the adversary are always temporary remedies to a systemic disease. Until the underlying system issues are addressed fully and openly, those within the family

See CONFLICT on page 23, col. 1

"The sure sign that we have lost our clarity of mind in the face of conflict is when we try to manage the perceptions and feelings of others."



**"I remember
all the people
who shared in
our visions and
helped us
achieve our
goals, and en-
couraged us to
move forward."**

Looking Forward / Looking Back

Tonight my window in the Radio/Media Department is decorated with stained glass angels and Christmas trees, and outside I can see snow and Christmas lights. Earlier this evening I was treated to a wonderful, inspiring pink and red sunset, one of nature's blessings this time of year in the Midwest.

Yes, it's December, right before Christmas and New Year's, and a time to reflect. I find myself looking forward to the new year, with its changes and possibilities, and also looking back at the past year. I can remember the beginning of 1995 and the goals and visions we had for the Radio/Media Department. I remember our classes, workshops and Conference and how we all learned together. I remember all the people who shared in our visions and helped us achieve our goals, and encouraged us to move forward. And I want to say thank you. . .

THANK YOU - to Sir John Templeton for your continued support of the Radio/Media Department

Have you received your 1995 Radio/Media Letter?

The Radio/Media Department is sending to each ministry and study group a 5" x 5" colorful box with a lighthouse and a Myrtle Fillmore quote. Inside is a letter and a cassette with samples of our newest radio spots and comments from ministers on the panel at the broadcasting workshop, People's Conference June 1995, Unity Village. If you have not received your 1995 Radio/Media Letter, please call the Radio/Media Department.

and funding of the Templeton Radio Grants and the Pathfinder Grant. Your generosity and belief in our vision allows us to provide consultations and radio productions to Unity ministries everywhere, and to assist them in reaching out with Unity's message to their communities and beyond.

THANK YOU - to each member of the Communications/Marketing Committee for your contributions, prayers, and support. Thank you to each member of the staff of the Association of Unity Churches for sharing our vision, for your assistance and extra hands during the busy times.

THANK YOU - to all those in Unity whose creative gifts and talents contributed to the campaigns and radio spots we produced in 1995—the creative writers, and those who shared their voices and music. And thank you to each member of the talented staff at Chapman Recording Studio where all the pieces of the puzzle are put together.

THANK YOU - to Rosemary Fillmore Rhea for the creative scripts for the first "Laws of Life" campaign, for writing and recording the wonderful prayer and meditation for "What Is Unity?" and adding your voice to the "Unity Holiday Series."

THANK YOU - to each of you in the field for sharing "What's New" in your letters and phone calls, for sending newspaper articles and media success stories. Your personal stories are a very important part of my classes and workshops.

THANK YOU - to each of you using broadcasting in your ministry, knowing and believing you are making a difference, even when results cannot be measured. Like those who made the decision many years ago to broadcast Eric Butterworth's programs in New York. Those programs reached a young man who was impressed by what he heard, though he didn't decide to join Unity or attend church. In Texas many years later.

Continued. . .

What Is Unity?

If you are looking for a simple addition to your guest packets, consider "What Is Unity?" - a master cassette for making as many copies as you need. Side 1 is a new 7 minute narrative about Unity, and side 2 is an 8 minute original prayer and meditation by Rosemary Fillmore Rhea. "What Is Unity?" is #2711 and can be ordered from the Radio/Media Department for \$6.00. Or you may request a sample cassette which includes portions of both sides of "What Is Unity?"

the same man and his wife discussed finding a church for their family. He remembered the radio broadcasts by Reverend Butterworth, and said, "Let's look for a Unity church." They found a local Unity church to attend and became involved. That same man is now a second-year ministerial candidate at Unity School of Religious Studies, Unity Village. So, because of Reverend Butterworth and his broadcasting team, a new Unity minister will be reaching out to many others for many years.

A special THANK YOU - to Diana Mayo, Jean Jensen and Jennifer Williams. Each of you contributed your own unique talents to the success of the Radio/Media Department this past year.

And THANK YOU - to my own personal cheerleading team for your phone calls, notes, prayers, and gentle nudging to move out towards my vision.

LOOKING FORWARD, let's say "Thank You, God, for the gifts and lessons of the past year," and open ourselves to all the wonderful things Spirit has planned for us.

Stay tuned!

Voices of Unity:

Write us about your broadcast outreach and we will add your ministry to the list.

Unity of Anchorage, Anchorage, AK:

- Radio KFQD-750 AM/KLEF 98.1 FM/KEAG 97.3 FM, rotating schedule of spots

Unity/Palm Springs, Palm Springs, CA

- Radio KDES AM 920, 8:00 a.m. & 10:00 p.m., Sun. (30 minute program)

Christ Unity Church, Sacramento, CA:

"The Best Is Yet To Be" TV program- (northern CA, southern OR, NV, AZ)

- Sacramento: Channel 42 (Cable 24 at 9:00 a.m.; Cable Channel 16, Sun., 9:00 a.m. (Public Access)

- Bay Area out of San Jose, channel 48 at 9:00 a.m.

- Santa Rosa & Marin Cnty, channel 50 at 8:30 a.m.

- Arizona: Phoenix & Prescott - Channel 27, Sun. 9:00 a.m.; Phoenix and Lower Valley - Channel 55, Sun 9:00 a.m.

- Monterey Peninsula, cable channel 22 at 9:00 a.m.

Unity Pyramid, Santa Maria, CA:

- Cable TV channels 21 and 22

Unity Church of Hollywood, FL

- Radio WTMJ Classical, Sun. 9:00 a.m. (30-minute program)

Unity of Sebring, Sebring, FL:

- Radio WCAL FM & WITS AM (six spots daily)

Unity of Hawaii, Honolulu, HI:

- Radio K108 1080 AM, Sun. 9:05 a.m.

Christ Universal Temple, Chicago, IL:

- TV Station 4

Unity Ch/North Shore, Evanston, IL:

- TV Cable Channel 2, Wed. & Fri. 11:30 a.m.; Sun. 2:00 p.m.

Unity Ch of Springfield, Springfield, IL:

- Radio WTAX AM 1240 (various times); TV Community Access Channel 4, Thursday 7:30 p.m.

Unity of Indianapolis, IN:

- Radio WMYS 1430Kc AM, Sun. 8:30 a.m.

Unity of Cedar Rapids, IA:

- Radio WMT 600 AM, Sun. 7:15 a.m. & 9:15 p.m.

Unity Ch/Christianity, Baton Rouge, LA:

- Radio River 96.1 (4 spots daily)

Detroit Unity Temple, Detroit, MI:

- Radio WQRS 105.1 FM, M-F 5:50 a.m., Sun. 8:00 a.m. (on air continuously for the last 30 years)

Unity Church of Muskegon, MI:

- Cable TV Channel 24

Church of Today, Warren, MI:

- TV Channel 50 (Detroit) 8:00 a.m.
- TV Channel 33 (Cadillac) 10:00 a.m.

Christ Ch of the Hills, Branson, MO:

- Local TV Channel 6

Northside Unity, St. Louis, MO:

- Radio WGNU 920, Saturday 3:45-4:00 PM

Unity Village Chapel, Unity Village, MO:

- Radio KCMO 810 AM, Sunday 6:00 a.m. (week delay broadcast)

Christ Unity Ch., Albuquerque, NM:

- Radio KQEO 920 AM, Sun. 8:05 a.m.

Unity Church/Santa Fe, NM:

- Radio KVSF 1260 AM, Sun. 9:00 a.m. (Lessons from the *Quest*)

Unity Church of P.C., Buffalo, NY:

- Radio WECK 1230 AM, Sunday 7:45 a.m. (15 minute program)

Unity Center of P.C., New York, NY:

- Radio WMXV 105.1 FM, Sunday 6:00 a.m.; Cable Ch-16, Monday 9:00 a.m. (30 minute program)

Unity of Charlotte, NC:

- Cable Vision Channel 3 & Vision Cable Channel 10, 5:00 p.m., Sun.

Unity Christ Church, Wilmington, NC

- Radio WAAV 980 AM, Sundays, 10:00-11:00 p.m.

Unity Chapel of Light, Tallmadge, OH:

- Radio WAKR 1590 AM, 9:00 a.m., Sunday; TV Ch-29, Cable Ch-7, 7:00 p.m., Sunday ("Vision-Quest")

Unity Church of Harrisburg, PA:

- Radio WMSS 91.1 FM, Sun 9:00 a.m.

Associacion Unity, Santurce, PR:

- Radio WSJ 1560 AM, Sun. 8:00 a.m.

Unity of Knoxville, Knoxville, TN:

- WNOX 99.1 FM and WNDD 99.3 FM, Mon. 7:40 & 8:20 a.m.; Fri. 5:20 p.m.; and Sat. 12:00 midnight.

Unity Ch of Christianity, Houston, TX:

- Radio KODA 99.1, Thur & Fri 7:00 a.m., Sat. & Sun. random

Ch of the Hill Country, Kerrville, TX:

- Radio KERV AM and KRVL FM, mornings and evenings

Unity Ch/Christianity, Nacogdoches, TX:

- Radio KFSA AM 860, Sun. 8:00 a.m.

Unity/NE Tarrant Cnty, Southlake, TX:

- Radio 97.9 FM, Mon-Fri 8:25 p.m., Sat & Sun 7:25 p.m.



CONTRIBUTING FRIENDS

Supporting Members and Contributing Friends Recognition

Thank You

Donors make the work of our Association possible. During the January, 1995, Board of Trustees meetings, the Board created a way to acknowledge each of you who put financial feet on our ever-expanding vision. Whether you give to our General Fund, which supports our day-to-day operations, or to a designated development fund, which supports creation of our Living Curriculum, STARlight, future building needs, and other special projects, your support is gratefully acknowledged and recognized. Every ministry, every Contributing Friend, at every level of support makes our work possible. You are part of our ongoing prayer circle of love. We invite you to join your prayers with ours as we say "thank you" to all those individuals and ministries who make our services possible.

(Any omissions due to the date we go to press will be included in the next issue of CONTACT. This list reflects gifts from December 1, 1994 to November 30, 1995.)

Supporting Members:

Diamond Level

(\$10,000 or more annually)

- | | |
|---|--|
| Unity of Phoenix
Phoenix, AZ
Richard Rogers, Minister | New Thought Unity Center
Cincinnati, OH
Jack & Pat Barker, Ministers |
| Unity Worldwide
Palm Desert, CA
Catherine Ponder, Minister | Unity Church of Christianity
Tulsa, OK
Charles & Nancy Neal, Ministers |
| Unity Palo Alto Community Church
Palo Alto, CA
V. Stanford Hampson, Sr Minister | Unity Church of Christianity
Dallas, TX
Frank & Margaret Pounders, Ministers |
| First Unity Church
St. Petersburg, FL
Alan Rowbotham, Minister | Unity Church of Dallas
Dallas, TX
Roy Healy, Minister |
| Church of Today
Warren, MI
Guy Lynch, Sr Minister | Unity Church of Christianity
Houston, TX
Howard Caesar, Sr Minister |
| Unity Christ Church
Minneapolis, MN | Unity of Fairfax
Oakton, VA
E. J. Niles & Jane St. John, Ministers |
| Unity Church of Christ
Pennsauken, NJ
John Salunek, Sr Minister | Unity of Roanoke Valley
Roanoke, VA
James Fisher, Minister |

Platinum Level

(\$5,000-\$9,999 annually)

(Monthly giving: \$420+)

- | | |
|---|---|
| Unity of Palm Springs
Palm Springs, CA
Ann Martin, Minister | Christ Church Unity
San Diego, CA
Blair Tabor, Minister |
| Christ Unity Church
Sacramento, CA
Dorothy & Phillip Pierson, Ministers | Christ Church Unity
San Jose, CA
Carole Lunde, Minister |

- Unity Christ Church
San Luis Obispo, CA
Leona Stefanko, Minister
- Unity Way Church
Vista, CA
Charles Kepner, Minister
- Unity North Atlanta
Marietta, GA
Carole O'Connell, Minister
- Fox Valley Unity
Batavia, IL
Robert McCartney, Minister
- Unity Northwest Church
Des Plaines, IL
Violet Davis, Minister
- Unity Church of Practical Christianity
Springfield, IL
Gerry Comstock, Minister
- Unity Church on the North Shore
Evanston, IL
- Unity of Indianapolis
Indianapolis, IN
Richard Everts, Sr Minister

- Unity Church of Des Moines
Des Moines, IA
R. Gregory Olson, Minister
- Unity Christ Church
Gaithersburg, MD
Allen & Anne Quay, Ministers
- Detroit Unity Temple
Detroit, MI
Argentina Glasgow, Sr Minister
- Unity of Livonia
Livonia, MI
Eugene Sorensen, Minister
- Unity South Church
Bloomington, MN
Philip Laporte, Minister
- Unity Center of Flushing
Flushing, NY
Ed Myler, Minister
- Unity Church of Christianity
Valley Stream, NY
Joe Rowe, Minister
- Unity of Charlotte
Charlotte, NC
Randolph Wilkinson, Minister

- Unity Church of Raleigh
Raleigh, NC
Jack Graf, Minister
- Unity Church of Christianity
Columbus, OH
Debra Carter-Williams, Minister
- Church of Unity
Westlake (Cleveland), OH
Sandra Weisner, Minister
- Unity of Lehigh Valley
Emmaus, PA
David McClure, Minister
- Assn Unity de Cristianismo Practico
San Juan (Santurce), PR
Norma Iris Rosado, Minister
- Unity Church of Truth
Seattle, WA
K. Lindvig & S. Towles, Ministers
- Unity Church of Truth
Spokane, WA
Austin & Mary Hennessey, Ministers
- Great Lakes Unity Region

Gold Level

(\$2,400-\$4,999 annually)

(Monthly giving: \$200+)

- Unity of Birmingham
Birmingham, AL
Gerald Bartholow, Minister
- Unity Church of Sun City
Sun City, AZ
- Unity of Tucson
Tucson, AZ
Larry & Mary Ellen Swartz, Ministers
- Unity Christ Church
San Francisco, CA
Sharon Connors, Minister
- Unity Church of Santa Barbara
Santa Barbara, CA
Eddy & Patricia Edwards, Minister
- Unity Church of Santa Rosa
Santa Rosa, CA
Lei Lanni Burt, Minister
- Unity Church of Ventura County
Ventura, CA
Beth Ann Suggs, Minister
- Unity of Boulder
Boulder, CO
Jack Groverland, Minister
- Unity Church in the Rockies
Colorado Springs, CO
Rebekah Alexander, Minister
- Unity Fellowship Church
Norwalk, CT
Carl Osier, Minister
- Unity of Washington, D.C.
Washington, DC
Sylvia Sumter, Minister
- Unity of Hollywood
Hollywood, FL
David Williamson, Minister
- Unity Church of Jacksonville
Jacksonville, FL
Betty & Tom Sikking, Minister

- Christ Church Unity
Orlando, FL
Philip Schlaefter, Minister
- Unity Church of Palm Harbor
Palm Harbor, FL
Robert Fortner, Sp. Leader
- Unity of Sebring
Sebring, FL
Andrew Conyer, Minister
- Tampa Unity
Tampa, FL
Ross Goodman, Minister
- Unity Center of Vero Beach
Vero Beach, FL
Richard & Marilyn Rieger, Ministers
- Unity of Savannah
Savannah, GA
Margee Grounds, Minister
- Unity Church of Hawaii
Honolulu, HI
John Strickland, Minister
- Unity Church of Maui
Wailuku, Maui, HI
Judith Grimes, Minister
- Unity Church of Peoria
Peoria, IL
Linda Foreman, Minister
- Unity Church of Peace
South Bend, IN
Unity Church of Wichita
Wichita, KS
Marilyn White, Minister
- Unity Center of Christianity
Baltimore, MD
J. Grace Caputo, Minister

- Unity Church of Fredrick
Fredrick, MD
Kathryn Sunderman, Sp. Leader
- Unity of Bay City
Bay City, MI
Kathryn DeMougin, Minister
- Unity Church of Flint
Flint, MI
Thomas VanDeWiele, Sp. Leader
- Unity Church in Pontiac
Pontiac, MI
Alfreda Williams, Minister
- Unity Center of Positive Christianity
Woodbury, MN
Festus A. Umeojiego, Minister
- Unity Christ Church
St. Louis, MO
Lawrence Palmer, Minister
- Unity Church of the Desert
Las Vegas, NV
Harry & Vivian Rinehart, Ministers
- Unity Ministry of Reno
Reno, NV
Tina Dixon-Bartlett, Minister
- Unity Church by the Shore
Asbury Park, NJ
Al LeBrec, Minister
- Unity Church of Practical Christianity
Buffalo, NY
Sue Smith, Minister
- Unity Church of Lima
Lima, OH
Beverly Shade, Spiritual Leader
- Unity of Greater Cleveland
Cleveland, OH
Joan Gattuso, Minister

Gold Level (Cont'd)

Unity de Caguas
Caguas, PR
Olga Rojas, Minister
Unity Church of Knoxville
Knoxville, TN
First Church Unity
Nashville, TN
Jimmie Scott, Sr Minister

Unity Church of Arlington
Arlington, TX
Diana & Joel Hughes, Ministers
Unity Church of Forth Worth
Fort Worth, TX
Paul Roach, Minister
Unity Church of Truth
Houston, TX
William Allison, Minister

Unity of San Angelo
San Angelo, TX
Patsy Havin, Minister
Unity Church Northeast
San Antonio, TX
Marianne Bowers, Minister

Unity Church of NE Tarrant County
Southlake, TX
Carol Ann Record, Minister
Unity Renaissance
Chesapeake, VA
Judith Meyer, Minister
Unity of Bellevue
Bellevue, WA
Linda Morrow Spencer, Minister

Unity of Olympia
Olympia, WA
Victoria Lyle Lafser, Minister
Unity of Madison
Madison, WI
Roger Goodwin, Minister
Eastern Region
West Central Region
Southwest Unity Region

Silver Level

(\$1,200-\$2,399 annually)

(Monthly giving: \$100+)

Unity Church of Anchorage
Anchorage, AK
Judith Crooks, Sr. Minister
Unity Church in Green Valley
Green Valley, AZ
Unity Church of Prescott
Prescott, AZ
Thomas Catlin, Minister
Unity Church of Sedona
Sedona, AZ
Max Lafser, Minister
Unity of Auburn
Auburn, CA
Ron Palumbo, Minister
Westside Unity Church
Culver City, CA
John Coolidge, Sr. Minister
Unity Community Church
Laguna Hills, CA
Margaret Mohit, Minister
Unity Church of Truth
Los Angeles, CA
Sadye Thomas, Minister
Unity Church
Pomona, CA
Joan Baker, Minister
Unity Church of Today
Redwood City, CA
Unity Church of Blossom Valley
San Jose, CA
Elizabeth Weeks, Minister
Unity-in-Marin
San Rafael, CA
Richard C. Mantei, Minister
Unity Church of South Bay
Torrance, CA
Patricia O'Connor-Weisman, Minister
Unity Church of the Valley
Vacaville, CA
Victor Jenkins, Minister
Unity Church of Whittier
Whittier, CA
Charles Murphy, Minister
Unity Church of Christ of Denver
Denver, CO
Analea Rawson, Minister
Unity on the Avenue
Denver, CO
Eugene Nichols, Minister
Mountain Light Unity
Evergreen, CO
Douglas Bottorff, Minister
Unity Center of Truth
Washington, DC
Lafayette Seymour, Minister
Unity Truth Center of Brandon
Brandon, FL
Dianne Allen, Minister
Unity Church of Practical Christianity
Cocoa, FL
Robert G. Robinson, Minister
Unity of Delray Beach
Delray Beach, FL
Gregory Barrette, Sr Minister

Unity Church of Ft Lauderdale
Ft Lauderdale, FL
Alfreda St. Tours, Interim Minister
Unity Church of Greater Daytona
Holly Hill, FL
Lela Byms, Minister
Unity of the Keys
Key West, FL
Evelyn Casper, Minister
Unity Church of Today
Kissimmee, FL
Unity Church of Melbourne
Melbourne, FL
Thomas Witherspoon, Minister
Miami Unity on the Bay
Miami, FL
William Cameron, Minister
Unity of Naples
Naples, FL
Jack Kern, Minister
Unity of Ocala
Ocala, FL
J. Scott Thomson, Minister
Unity Church of Pompano Beach
Pompano Beach, FL
Lana Allen, Minister
Unity Church of Sarasota
Sarasota, FL
Donald Jackson, Minister
Unity of Tallahassee
Tallahassee, FL
Sunny Stone, Minister
Unity Church in Christ
Tallahassee, FL
Nancy Worth, Minister
Unity on the Space Coast
Titusville, FL
Unity Center of Boise
Boise, ID
Unity Church of North Idaho
Coeur d'Alene, ID
Marilyn Muehlbach, Minister
Unity Church of Clearwater Valley
Lewiston, ID
Fred Wright, Minister
South Side Unity Center of Christianity
Chicago, IL
Hazel Kimmons, Spiritual Leader
Unity in Chicago
Chicago, IL
Sara Matoin, Minister
Unity Church of Oak Park
Oak Park, IL
R. Billings/H. Greene, Ministers
Unity Church of Anderson
Anderson, IN
Eric Robinson, Minister
Unity of Bloomington
Bloomington, IN
David LeBeau, Minister
Unity in Ames
Ames, IA
Barry Vennard, Spiritual Leader

Unity of Cedar Rapids
Cedar Rapids, IA
Ann Marie/Geoffrey Davis, Ministers
Unity Church of Living Truth
Overland Park, KS
Mary Omwake, Sr Minister
Unity of Salina
Salina, KS
Gerry Sickler, Minister
Unity Church of Christianity
Topeka, KS
Michael Jamison, Minister
Unity Temple of Louisville
Louisville, KY
Judy & Richard Thomas, Ministers
Unity Center of Light
Glenn Dale (Bowie), MD
Milledge Mosby, Minister
Unity of Ann Arbor
Ann Arbor, MI
Scott McClintock, Minister
Unity Church of Jackson
Jackson, MI
Nancy Green, Minister
Unity of Kalamazoo
Kalamazoo, MI
Carol Amos, Minister
Unity of Greater Lansing
Lansing, MI
L. Richard Ammons, Minister
Unity Church of the Way
Saginaw, MI
Deloris E. Farr, Minister
Unity Christ Church
Branson, MO
Michael Catalano, Minister
Unity Center of Columbia
Columbia, MO
Clare Austen, Minister
Unity Church of Peace
Jefferson City, MO
Janet Dorion, Minister
First Unity Church
St. Louis, MO
Randolph Schmelig, Minister
Unity Church of Today
Omaha, NE
E. Douglas/R. Talley, Ministers
Unity Church of Today
Minden, NV
Maryellen Youngs
Unity of Lebanon
Lebanon, NJ
Audrey Palmer, Minister
Montclair Unity Church
Montclair, NJ
Phyllis Crichlow, Minister
Unity Church of Christ
Teaneck, NJ
Mary Alice Brown, Minister
Christ Unity Church
Albuquerque, NM
Alan Stanley, Minister

Unity Church in Albany
Albany, NY
Arthur Wells, Minister
Ministerio Unity de Cristianismo
New York (Woodside), NY
Unity Church
Chapel, Hill, NC
Stephen Colladay, Minister
Christ Unity Church
Charlotte, NC
Elizabeth Phillips, Minister
Unity Center of the Triangle
Raleigh, NC
Larry Henson, Minister
Unity Chapel of Light
Tallmadge (Akron), OH
Julie Johnson, Minister
Unity Church of Christianity
Chesterland, OH
Sandra Hymel, Minister
Garden Park Unity
Cincinnati, OH
Alden Studebaker, Minister
Unity Church of Today
Monroe, OH
Kathryn Medici, Minister
Unity Church Center
Girard (Warren), OH
Rex Ryckman, Sr Minister
Unity Center of Christianity
Oklahoma City, OK
Colleen Moore, Minister
Unity Center of Tulsa
Tulsa, OK
Helen Callaway, Minister
Unity of Beaverton
Beaverton, OR
Ed Townley, Minister
Unity of the Valley
Eugene, OR
Baine Palmer, Minister
Unity by the Sea
Gleneden Beach, OR
Robert & Vesta Barth, Ministers
Unity Church of Portland
Portland, OR
William Clark, Minister
Unity of Salem
Salem, OR
Georgie Richardson, Minister
Unity Church of Harrisburg
Mechanicsburg (Harrisburg), PA
Claudell Hefner, Minister
Unity Center of Pittsburgh
Pittsburgh, PA
Nancy & Ray Sykes
Unity Church of York
York, PA
Eva Gabrielle, Minister
Beacon of Light Unity Church
San Juan, PR
Helen & Mark Pope, Ministers

Unity of Irving
Irving, TX
Thomas Schumacher, Minister
Unity Church of Christianity
Nacogdoches, TX
Bill Williams, Minister
Unity Church of Temple
Temple, TX
Patsy Havin, Minister
Unity of Salt Lake
Salt Lake City, UT
Mike Fotheringham, Minister
Unity of Charlottesville
Charlottesville, VA
Mary Ann Multer, Minister
Unity in the Seven Hills
Lynchburg, VA
Nancy Purcell, Minister
Unity on the Peninsula
Newport News, VA
Alicia Leslie, Minister
Unity Church of Bremerton
Bremerton, WA
Michael B. Smith, Minister
Unity Church of Kent
Kent, WA
Unity Church for Today
Lynnwood, WA
Ann Thomas, Minister
New World Unity
Spokane, WA
Kristine Broderhausen, Sr Minister
Unity Center of Tacoma
Tacoma, WA
Deborah Olive, Minister
Unity Church of the Valley
Yakima, WA
John Wingfield, Minister
Unity West
Wauwatosa, WI
Sue Ellen Kelly, Minister
Unity of the Bahamas
Nassau, Bahamas
K. Celeste Barrett, Minister
Unity Foundation of Truth
Hamilton, Bermuda
Unity Church of Victoria
Victoria BC Canada
David & Alice Durksen, Ministers
Unity Centre of South London
London, England
Harry Kudabor, Minister
Southeast Unity Region
Western Unity Region

Bronze Level

(\$600-\$1,199 annually)

(Monthly giving: \$50+)

<p>Unity Christ Church of Truth Mobile, AL Carolyn Crane, Minister</p> <p>Unity Church of the North Valley Carefree/Peoria, AZ Jacklyn Brown, Minister</p> <p>Unity of the East Valley Mesa, AZ Joel Baehr, Minister</p> <p>Unity of the White Mountain Show Low, AZ Kymberly Rhyner, Spiritual Leader</p> <p>Unity of the Huachuclas Sierra Vista, AZ Sherman Olsen, Minister</p> <p>Unity of the Southwest Tempe, AZ Kathy McCall, Minister</p> <p>Unity of Fayetteville Fayetteville, AR Gary Simmons, Minister</p> <p>Unity Center Bakersfield Bakersfield, CA Charles Courneyea, Minister</p> <p>Unity Christ Church Carlsbad, CA Anthony Bonaccorso, Minister</p> <p>Leisure World Unity Church Laguna Hills, CA Paul Barrett, Minister</p> <p>Unity Church of Merced Merced, CA</p> <p>Unity Church of Modesto Modesto, CA</p> <p>Unity Church of Napa Napa, CA Maureen Bass, Minister</p> <p>Unity Church of Antelope Valley Palmdale, CA Robert Hungerford, Minister</p> <p>Hillcrest Unity Teaching Center San Diego, CA Robert Stevens, Minister</p> <p>Church of Today San Diego, CA Wendy Craig-Purcell, Minister</p> <p>Unity Church of San Francisco San Francisco, CA Paul Tenaglia, Minister</p> <p>Unity Temple of Santa Cruz Santa Cruz, CA Susan Burnett, Minister</p> <p>Unity-by-the-Sea Santa Monica, CA Maya Brandenberger, Minister</p> <p>Unity Church of Stockton Stockton, CA Philip Nicola, Minister</p> <p>Columbine Unity Center Boulder, CO Marjorie Carroll, Minister</p> <p>Unity Temple Denver, CO David J. Seibert, Minister</p> <p>Unity on the Avenue Denver, CO Eugene Nichols, Minister</p> <p>Unity Church of Ft. Collins Ft. Collins, CO Paul Holderman, Sp. Leader</p> <p>Unity Center of Light Grand Junction, CO Ed Conrad, Minister</p> <p>High Country Community Church Highlands Ranch, CO D Hoskins/S Schell, Ministers</p> <p>Way of Life Unity Center Ft. Walton Beach, FL Marje Howard, Minister</p>	<p>Unity of Citrus County Hernando, FL</p> <p>The Transformative Center Hollywood, FL David Williamson, Minister</p> <p>Unity-in-the-Grove Lakeland, FL Aldon Samaha, Minister</p> <p>Unity - Leesburg Leesburg, FL Ken Hakanson, Spiritual Leader</p> <p>Unity Center of Miami Miami, FL Charline Manuel, Minister</p> <p>Unity Light of the World Miami, FL Ruth Woods-Taylor, Minister</p> <p>Unity Church for Creative Living Orange Park, FL Marleen & John Davis, Ministers</p> <p>Christ Unity Church Panama City, FL JoAnn McClellan, Minister</p> <p>Unity Church of Christianity Pensacola, FL Terry Price Ware, Minister</p> <p>Unity Community Church Safety Harbor (Dunedin), FL</p> <p>Unity Church of Venice Venice, FL Loren Flickinger, Minister</p> <p>Unity Church of Christianity Albany, GA</p> <p>Unity of Athens Athens, GA</p> <p>Unity Life Church Atlanta (Tucker), GA John Knight, Minister</p> <p>Christ Church Unity Augusta, GA Richard M. Andrews, Minister</p> <p>Unity Christ Church of Today Jonesboro, GA Margaret Senerity & Philip Fischer, Ministers</p> <p>Unity Ch of Champaign/Urbana (Champaign) Urbana, IL Juhlie Anderson Swan, Minister</p> <p>Unity Church of Quincy Quincy, IL</p> <p>Unity Church of Evansville Evansville, IN A. Samuel Isaac, Spiritual Leader</p> <p>Christ Unity Church Leavenworth, KS Anna Joy Grace, Minister</p> <p>Unity Church of Manhattan Manhattan, KS</p> <p>Unity Church of Shreveport Shreveport, LA Lola Andrews, Minister</p> <p>Unity Church of Truth Windham (Portland), ME Ken Williamson, Minister</p> <p>Unity Church of Peace Grand Rapids, MI Jim & Ann Ashby, Ministers</p> <p>Unity of Muskegon Muskegon, MI Cori & Ronel Sinstead, Ministers</p> <p>Unity of Port Huron Port Huron, MI Julie Montague Ayers, Minister</p> <p>Unity of Traverse City Traverse City, MI Geraldine & David Florence, Ministers</p> <p>Unity of the Valley Apple Valley, MN Audrey Peterson, Spiritual Leader</p>	<p>Unity Center of Independence Independence, MO Barbara Jung, Minister</p> <p>Unity Southeast Church Kansas City, MO Linda Kennedy, Sr Minister</p> <p>Christ Church Unity Kansas City, MO George Hilbert, Sr Minister</p> <p>Unity Church of New Life Kansas City, MO R. Wentworth Jenkins, Minister</p> <p>Joseph Wolpert Ministries Lee's Summit, MO</p> <p>Pathfinders Lee's Summit, MO Janet & Robert Ellsworth, Ministers</p> <p>Unity Church of Peace St. Louis, MO Diane Sickler, Minister</p> <p>Unity Spiritual Center Springfield, MO Marty Newman, Minister</p> <p>Christ Unity Church Lincoln, NE Heather Withers, Minister</p> <p>Unity Church Omaha, NE Bonita Gilbert, Minister</p> <p>Unity of Sussex County Andover, NJ Delores Vetter, Spiritual Leader</p> <p>Pyramid of Truth Brooklyn, NY Norbert St. Louis, Minister</p> <p>Christ Church Unity Rochester, NY</p> <p>Unity Center of Christianity Arden, NC Chad O'Shea, Minister</p> <p>Unity Church of Burlington Graham (Burlington), NC</p> <p>Unity Center of Truth Springfield, OH Leola Poole, Minister</p> <p>First Church, Unity Toledo, OH Wallace Tooke, Sr Minister</p> <p>Unity in Ashland Ashland, OR Susan Downs, Minister</p> <p>Unity of Bandon Bandon, OR Robin Lock, Minister</p> <p>Unity of Florence Florence, OR Kathleen McKevitt, Spiritual Leader</p> <p>Unity Fellowship Grants Pass, OR</p> <p>First Unity Church of Centre County State College, PA</p> <p>Unity Center for Positive Living Wilkes Barre, PA Ann Marie Acacio, Minister</p> <p>Templo Unity de Bayamon Bayamon, PR Asociacion Unity Cristianismo Practico Ponce, PR Zoraida Gutierrez, Spiritual Leader</p> <p>Christ Unity of Columbia Columbia, SC Lisa M. Thorpe, Minister</p> <p>Christ Unity Church Chattanooga, TN</p> <p>First Unity Church Cordova, TN R. Bernard Dozier, Minister</p> <p>Unity Center of Memphis Memphis, TN</p>	<p>Unity Church of Memphis Memphis, TN Connie Freeman, Minister</p> <p>Unity on the High Plains Amarillo, TX Millie Willoughby, Minister</p> <p>Unity of Austin Austin, TX Linda Pendergrass, Minister</p> <p>Unity Church of Brownsville Brownsville, TX</p> <p>Unity Church of the Brazos Valley College Station, TX</p> <p>Unity Southwest Dallas Dallas (Duncanville), TX J. Ben Andrews, Minister</p> <p>Unity Church of North Houston Houston, TX Gene & Barbara Smith, Ministers</p> <p>Unity of the Hill Country Kerrville, TX</p> <p>Unity of Lubbock Lubbock, TX Stan Howse, Minister</p> <p>Unity Center of Practical Christianity Tyler, TX</p> <p>Unity of St. George LaVerkin, UT</p> <p>Unity in Alexandria Alexandria, VA Dolores Swinney, Minister</p> <p>Unity Christ Church Bon Air, VA</p> <p>Gary & Lynette Griffith, Ministers</p> <p>Unity Life Center Chantilly, VA L. Bill Wilson, Minister</p> <p>Unity of Richmond Richmond, VA Phillip Smithen, Minister</p> <p>Unity Church on Bainbridge Island Bainbridge Island, WA Cindy Stutting, Minister</p> <p>Unity Church of Bellingham Bellingham, WA Peter Rhea, Minister</p> <p>Unity Center for Positive Living Everett, WA Robert Eagan, Minister</p> <p>Unity in the Olympics Port Angeles, WA Barbara Jeschke, Minister</p> <p>Unity of Kanawah Valley Charleston, WV Forrest Hawley, Minister</p> <p>Unity Church of Christianity Wauwatosa, WI Ralph Grzecki, Minister</p> <p>Unity - San Jose San Jose, Costa Rica, C. Amer. Juan Enrique Toro & Rita Marie Johnson, Ministers</p> <p>Unity en San Pedro de Macoris San Pedro de Macoris, Dom Rep Torcuato Diaz Fernandez, Minister</p> <p>South Central Unity Region</p>
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Active Members

(\$70-\$599 annually)

(Monthly giving: \$6+)

<p>Unity on the Eastern Shore Daphne, AL Ted Turner, Minister</p> <p>Unity Study Group Tuscaloosa, AL Linda Keith, Spiritual Leader</p> <p>Unity of Flagstaff Flagstaff, AZ</p> <p>Unity Church of Christianity Ft. Smith, AR</p> <p>Christway Unity Church Hot Springs, AR Leona Graham, Spiritual Leader</p> <p>Unity Church of Little Rock Little Rock, AR Doug & Gamet Quimby, Ministers</p> <p>Unity Church of Alhambra Alhambra, CA Sally Kinarthy, Minister</p> <p>Unity Church in the Country Alpine, CA</p> <p>Christ Church Unity Anaheim, CA Mario DeFarrari, Minister</p> <p>Unity Church of Light Antioch, CA Irene M. Whitmore, Minister</p> <p>Unity Church of Castro Valley Castro Valley, CA</p> <p>Unity Clear Lake Center Clearlake, CA</p>	<p>Unity Church of the Foothills Covina, CA Bonnie J. Dickson, Minister</p> <p>Unity of Eureka Eureka, CA N. Kelley Bryant, Minister</p> <p>Unity Church of Fremont Fremont, CA Mary Anne Sullivan, Minister</p> <p>Glendale Unity Temple Glendale, CA</p> <p>Unity Church of the Sierra Grass Valley, CA Charmaine/Gerald Emerald, Ministers</p> <p>Unity Teaching & Counseling Center Joshua Tree, CA Joan Bissell, Spiritual Leader</p> <p>Unity Church of the Valley LaCrescenta, CA</p> <p>Christ Unity Center Los Angeles, CA Richard Byrd, Minister</p> <p>Unity Christ Church Loma, CA Teresa Georgi, Minister</p> <p>Unity Church of Monterey Monterey, CA Enid Miller, Minister</p> <p>Unity of Oroville Oroville, CA Liana Petersen, Spiritual Leader</p>
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Active Members (Cont'd)

- Unity Church of Pasadena
 Pasadena, CA
 Marilyn Roth, Minister
 Soul Food Ministry
 Rancho Cordova, CA
 Sallye Taylor, Minister
 West Valley Unity Church
 Reseda, CA
 J. Brent Fletcher, Minister
 Sunrise Unity Church
 Sacramento (Citrus Hgts), CA
 Billie Blain, Minister
 Celebration of Life Church
 San Carlos, CA
 Unity Church of San Gabriel
 San Gabriel, CA
 San Leandro Unity Church
 San Leandro, CA
 Charlotte Brown, Minister
 Unity of Santa Maria
 Santa Maria, CA
 James Schrote, Minister
 Unity Church of the Way
 Scotts Valley, CA
 Diana Mayo, Minister
 Unity Church of Sonora
 Sonora, CA
 Paul Patterson, Spiritual Leader
 Unity Center of Life
 Torrance (El Segundo), CA
 Unity Church of Truth
 Tustin, CA
 Marj Britt, Minister
 Unity of the Mountains
 Glenwood Springs, CO
 Debbie Smith, Coordinator
 Unity of Greeley
 Greeley, CO
 Lakewood Unity
 Lakewood, CO
 Wanda Bedinghaus, Minister
 Unity of Bonita Springs Church
 Bonita Springs, FL
 Sandra Lockey, Minister
 Unity in Manatee
 Bradenton, FL
 Allan Bazy, Minister
 Unity of Fort Pierce
 Fort Pierce, FL
 Walter & Diane Runge, Sp Leaders
 Unity of Gainesville
 Gainesville, FL
 William F. King, Minister
 Unity of Gulf Breeze
 Gulf Breeze, FL
 Judith Purcell, Spiritual Leader
 Unity Church of the Palms
 Jupiter, FL
 Raymond Bailey, Minister
 Unity of the Keys/Marathon
 Marathon, FL
 Divine Love Mission, Inc.
 Miami, FL
 Unity Church of Peace
 Port Charlotte, FL
 Angie Pamell, Minister
 Unity Truth Center
 Port Richey, FL
 Gerald Chores, Minister
 Unity Christ Church
 St. Petersburg, FL
 Unity Ministry of the Cross Bayou
 St. Petersburg, FL
 Les Saunders, Minister
- Unity of Martin County
 Stuart, FL
 Unity in the Pines
 West Palm Beach, FL
 W. Lawrence Kendrick, Minister
 Unity Church of Rockdale
 Conyers, GA
 Curtis & Gladys Wilson, Ministers
 Unity Gwinnett Christ Center
 Duluth, GA
 Steve Bolen, Minister
 Christ Church of Truth
 Marietta, GA
 Robert Means, Minister
 Estatoah Wayfarers' Chapel
 Sky Valley (Dillard), GA
 Rose-Mary Hatfield, Spiritual Leader
 Christ Unity Church
 Collinsville, IL
 Karen Ann Landwehr, Minister
 Unity Church of Decatur
 Decatur, IL
 Larry Swan, Minister
 Unity Church of Christianity
 Moline, IL
 Nita Buckley, Minister
 Bright Horizons
 Mundellin, IL
 Patricia Pipia, Spiritual Leader
 Unity Church of Bloomington/Normal
 Normal, IL
 C. Richard Stone, Minister
 Unity Light Center
 Oak Forest, IL
 Unity Center of Light
 Woodridge, IL
 Ruth Harders, Minister
 Unity of Fairfield
 Fairfield, IA
 Rita Hatcher, Spiritual Leader
 Unity Church of Lawrence
 Lawrence, KS
 Vivian Huber, Minister
 Church of Truth & Light
 Baton Rouge, LA
 Nina Russell, Sp Leader
 Unity Church of Christianity
 Baton Rouge, LA
 Marjorie Kass, Sr Minister
 Unity Fellowship Ctr in Acadiana
 Lafayette, LA
 Lowell Wilson, Spiritual Leader
 Unity Church of Prac. Christianity
 Metairie, LA
 Unity By The Bay
 Severna Park, MD
 Judith Brosius, Minister
 Unity in Silver Spring
 Silver Spring, MD
 Gigi Holliday, Minister
 Unity Church of the Light
 West Dennis, MA
 Unity Church of Practical Christianity
 Grand Rapids, MI
 Nat & Suzanne Carter, Ministers
 Unity Church on the Lakeshore
 Holland, MI
 Donna Smith-Snyder, Minister
 Unity of Inner Peace
 Marquette, MI
 Ruth Singer, Minister
 Unity in Rochester
 Rochester, MI
 Dona Gilsdorf, Minister
- Unity of the Valley
 Apple Valley, MN
 Audrey Peterson, Spiritual Leader
 Unity Church of Rochester
 Rochester, MN
 Wayne E. Murphey, Sp Leader
 Unity Christ Church
 Farmington, MO
 Unity of Joplin
 Joplin, MO
 Cathy McClellan, Minister
 Unity Church Universal
 Kansas City, MO
 Greg Neteler, Minister
 Unity Church of Practical Christianity
 St. Joseph, MO
 Kimberly Giacometti, Minister
 North Side Unity Christ Church
 St. Louis, MO
 Mae Lena Davis, Minister
 Unity of Sedalia
 Sedalia, MO
 Christ Church Unity
 Springfield, MO
 Student Fund-MEP
 Unity Village, MO
 Unity of the Lakes
 Warsaw, MO
 Geraldine Weeks, Minister
 Unity Church of Christianity
 Billings, MT
 William Modes, Minister
 Unity Church of Bozeman
 Bozeman, MT
 Fred Ruffell, Spiritual Leader
 Unity Church of Truth
 Great Falls, MT
 Patricia Bosh, Minister
 Unity Church of Missoula
 Missoula, MT
 Bea Arline, Minister
 Christ-Love Unity Church
 Omaha, NE
 Joanna Thompson-Gabriel, Minister
 Unity of the Valley
 Eaton Center, NH
 Barbara Kowalska, Sp Leader
 Unity Church of Ocean City
 Ocean City, NJ
 Joan Carr Drake, Sp Leader
 Unity of Ocean County
 Pt Pleasant, NJ
 Unity Church of Christianity
 Albuquerque, NM
 Viola Williamson, Minister
 Unity of Las Cruces
 Las Cruces, NM
 Unity Church of Santa Fe
 Santa Fe, NM
 Brendalyn Batchelor, Spiritual Leader
 Unity Church of Taos
 Taos, NM
 Unity Universal Center
 Bronx (New York), NY
 Bea Copeland, Minister
 Unity East Church Center
 Brooklyn, NY
 Jim Lee, Minister
 Unity House in Chautauga
 Chautauga, NY
 Jo-An Webb, Coordinator
 Church of the Four Leaf Clover
 Hempstead, NY
 Unity on the Southern Tier
 Johnson City, NY
 Hal Fischbeck, Spiritual Leader
- Unity Center of New York
 New York, NY
 Eric Butterworth, Minister
 Unity Temple of Christ
 Springfield Gardens (Laurelton), NY
 Carmen Byam, Minister
 Unity Center of Franklin
 Franklin, NC
 Ed & Ruthann LeBlanc, Ministers
 Uniquist Ministries
 Raleigh, NC
 Unity Center Church of Cleveland
 Cleveland Hgts, OH
 Barbara Fox, Minister
 Unity of Dayton
 Dayton, OH
 Claudette Farone, Minister
 Unity Church of Truth
 Massillon, OH
 Audre Morgan, Minister
 Unity Center of Muskogee
 Muskogee, OK
 John Rankin, Minister
 Unity By The Bay
 Coos Bay, OR
 Unity Church of Corvallis
 Corvallis, OR
 Unity World Healing Center
 Lake Oswego, OR
 Victoria Etchemendy, Minister
 Unity by the Pacific
 Nehalem, OR
 Marie Martin, Minister
 Ocean Unity
 Newport, OR
 Joy Young, Minister
 Unity Church in the Valley
 Oley, PA
 Unity of Reading
 Reading, PA
 Unity Church of Greenville
 Taylor (Greenville), SC
 Margaret & Orville Grove, Ministers
 Grand Strand Unity Church
 Surfside Beach, SC
 Unity of the Black Hills Study Group
 Rapid City, SD
 Unity Church of the Prairie
 Sioux Falls, SD
 Connie Johnson, Spiritual Leader
 Unity Church of Christianity
 Abilene, TX
 Floy Kelly, Sp Leader
 Unity Center of Positive Prayer
 Austin, TX
 Stan Smith, Minister
 Unity of Beaumont
 Beaumont, TX
 Roy Rackley, Spiritual Leader
 Unity Church of the Hills
 Cedar Park, TX
 Ron & Lenore Scott, Ministers
 Unity Church of Conroe
 Conroe, TX
 Michael Ray, Minister
 The New Church of Unity, Dallas
 Dallas (Richardson), TX
 Grace Merrick, Minister
 Unity Church of Brazosport
 Lake Jackson, TX
 Unity Center for Christian Healing
 LaPorte, TX
 Dianne Plamondon, Minister
 Unity Church of Christianity
 Longview, TX
 Zola M. Walker, Sp Leader
- Unity of the Valley
 McAllen, TX
 Michael Scales, Spiritual Leader
 Unity of Rockport
 Rockport, TX
 Unity Church of Vermont
 Ferrisburgh (S Burlington), VT
 Audrey McGinnis, Minister
 Unity Church of Tidewater
 Virginia Beach, VA
 Joyce Kramer, Minister
 Unity in the Valley
 Bellevue (North Bend), WA
 Carolyn Darlington, Spiritual Leader
 Unity of Whidbey Island
 Clinton, WA
 June Miller, Minister
 Unity Church of Christianity
 Federal Way, WA
 Carl Stouffer, Minister
 North Peninsula Unity
 Hansville, WA
 South Sound Unity Study Group
 Lacey, WA
 Unity Center of Port Townsend
 Port Townsend, WA
 Robert Biddick, Minister
 Unity of Vancouver
 Vancouver, WA
 Bernadette Voorhees, Minister
 Unity Church of Christianity
 Appleton, WI
 Unity Christ Center
 Eau Claire, WI
 Kathryn Brenson, Minister
 Unity Church of Peace
 Madison, WI
 Eunice Chagnon, Minister
 Unity of Kenosha & Racine
 Kenosha, WI
 Betty Brennenman, Spiritual Leader
 Unity of Australia Headquarters
 Brisbane, Australia
 Midge Berkman, Minister
 Unity of Sydney
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 Elva Holcombe, Minister
 Centre of Truth
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 Ralph Seelig, Minister
 Unity Prayer Circle
 Nigeria, W. Africa
 North Island Unity
 Courtenay, BC, Canada
 Sandy Jasmer, Minister
 Mid Island Unity
 Nanaimo, BC, Canada
 Jim Cliffe, Spiritual Leader
 Unity Centre of Practical Christianity
 Kitchener, ONT, Canada
 Jo Harris, Minister
 Unity Church of Agape
 Scarborough, ONT, Canada
 Violet Headley, Minister
 Edmonton Life Enrichment Center
 Edmonton, ALB, Canada
 Unity of Jamaica
 Kingston 6, Jamaica
 Enid Bailey, Minister
 Unity in Colombia
 Bogota, Colombia, S. America
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 Southeast Youth of Unity

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Services

(Cont'd from page 4)

in some way it might not have happened without you. When you see your investment joining with others to make a positive difference in the world, you can feel the power like-minded individuals have to effect change in the world. The return on a successful investment is a tremendous motivation to invest again and again."

The positive response of a single ministry, minister, board member, or congregant to our Association's help is motivation to continue to serve. Ours is a Ministry of Service, ever-evolving to meet emerging needs.

So many of you, Supporting Members and Contributing Friends of the Association, make the work we do possible. We trust you will feel a positive return on your investment as you harvest the happiness and satisfaction of being an important part of all that we do. Your continued support through the years ahead will prove the positive power like-minded individuals do have to effect change in the world!

If you would like more information on the many services available through our Association and the ways you can invest in our work, write or call our Development Office at (816) 524-7414, ext. 354.

Leadership

(Cont'd from page 7)

values you identified? Are you putting more time than is reasonable into some tasks and roles?

Step 4: Now that you have identified what you value, make a list of questions to ask yourself when you begin to take on a role and task. Some questions might be: Will it stretch my abilities? Will it respect my physical well-being and my natural pace? Is it authentic to me and of service to others?

The art of balancing an unequal life means we seek answers to these questions before taking on more activity in our lives.

—Eileen McCargh

*How to Work for a Living
and Still Be Free to Live*

Association of Unity Churches: Financial Statement



As of November 30, 1995:
General Fund:

	<u>November</u>	<u>Year to Date Actual</u>	<u>Year to Date Budget</u>
INCOME			
Love Offerings	\$96,308.71	\$160,837.94	\$184,666.67
Other Income	<u>4,534.03</u>	<u>7,227.44</u>	<u>15,629.16</u>
	100,842.74	168,065.38	200,295.83
Less: Tithe to Expansion	(10,349.83)	(17,427.44)	(19,900.83)
Less: Others Transfer	<u>(3,547.50)</u>	<u>(7,243.79)</u>	<u>(625.00)</u>
	86,945.41	143,394.15	179,770.00
Gross Profit Material	<u>6,552.85</u>	<u>16,546.68</u>	<u>16,666.67</u>
TOTAL INCOME	<u>\$93,498.26</u>	<u>\$159,940.83</u>	<u>\$196,436.67</u>
EXPENSE	\$ (102,920.28)	\$(177,885.35)	\$(198,559.17)
INCOME OVER (UNDER) EXPENSE:	<u>\$ (9,422.02)</u>	<u>\$(17,944.52)</u>	<u>\$(2,122.50)</u>

Development Fund (Building Campaign/STARlight/Living Curriculum):

Revenue	<u>November</u>	<u>Year to Date (Actual)</u>	<u>Year to Date (Budget)</u>
Love Offerings—Building Campaign	\$ 808.56	\$ 1,481.31	\$ 5,000.00
Love Offerings—Living Curriculum	6,468.80	14,713.01	23,333.33
Love Offerings—STARlight	2,252.83	2,472.65	12,500.00
Other Income	<u>351.53</u>	<u>444.46</u>	<u>1,666.66</u>
Campaign Revenue Total:	\$ 9,881.72	\$19,111.43	\$42,499.99
Grant Income—Templeton Foundation	<u>0.00</u>	<u>25,000.00</u>	<u>14,166.67</u>
Gross Revenue	<u>\$ 9,881.72</u>	<u>\$44,111.43</u>	<u>\$56,666.66</u>
Less: Transfer To Other Funds			
Building Campaign to Building	(606.42)	(1,110.98)	(3,750.00)
STARlight to Int'l Ministry	(511.11)	(1,596.07)	(3,125.00)
STARlight to General Fund	(1,022.22)	(3,192.14)	(6,250.00)
Curriculum to Curriculum	(4,720.35)	(10,903.51)	(17,500.00)
Add: From Contributing Friends	110.00	368.79	3,750.00
Add: From General Fund	<u>3,437.50</u>	<u>6,875.00</u>	<u>3,541.67</u>
Total Transfer	<u>(3,312.60)</u>	<u>(9,558.91)</u>	<u>(23,333.33)</u>
Net Revenue Available	<u>\$ 6,569.12</u>	<u>\$34,552.52</u>	<u>\$ 33,333.33</u>
Expense from Grant Income	<u>0.00</u>	<u>\$(25,000.00)</u>	<u>\$(4,166.67)</u>
Expense from Love Offerings	<u>\$(17,566.82)</u>	<u>\$ (3,428.14)</u>	<u>\$ (28,910.00)</u>
Total Operating Expense	<u>\$17,566.82</u>	<u>\$28,428.14</u>	<u>\$33,076.67</u>
INCOME OVER (UNDER) EXPENSE:	<u>\$(10,997.70)</u>	<u>\$ 6,124.38</u>	<u>\$ 256.66</u>

**"Thank you
for your contri-
bution. We see
the door opening
for limitless
outpouring of
the abundance of
Spirit into your
life and into
your ministry."**



"Stress starts the moment we are born and stays with us the rest of our lives. It affects people in different ways, and some understanding of stress can be most helpful."

When the Bucket Leaks

Stress is such an insidious part of our every day experience that we have become quite adept at ignoring, pushing through and crying off its effects; at least until stress, like the proverbial water torcher, wears down the stone wall. A concerned friend once stood square in front of me and point blank asked, "How are you?" There wasn't an immediate answer to offer but hearing their genuine concern my reply was, "Let me ponder that question." A couple of days later we talked again and my metaphorical response was already moving me in new directions. The response was two fold: "I'm not burnt out, but then I'm not pink in the middle either," and "My bucket's leaking, but there seems to still be a bottom in it." The effects of stress are like termite damage in a home—structural damage can be present long before the wall caves in or the beam sags.

Ignoring, pushing through and crying off the effects of too much stress can cause us to burn out, or for the bottom to fall out. These are the extremes of stress. Many have approached the very well-done stage or becoming a sieve and losing it all. What do we do?

Prayer and meditation are tools we use to realize the peace that passes all understanding. They have the effect of nurturing and supporting our body and restoring our soul. Stress is such a part of our daily life we generally don't become aware of it until we've lost the pink and developed some leaks. This copy of a Tylenol ad offers us a starting point for dealing with stress in the world:

Stress and How To Live With It

Stress starts the moment we are born and stays with us the rest of our lives. It affects people in different ways, and some understanding of stress can be most helpful.

Some stress is good: Stress helps us deal with everyday life and sudden emergencies. It stimulates us to manage life's problems, and to adapt to changing influences. Normal stress can be equated with the normal stimuli of life. Without some degree of stress, we could not get up every day and go to work.

When stress becomes distress: Normal stress is no problem. It is excessive stress—often called 'distress'—that produces strain and disrupts our lives. The cause of this excessive stress may be biochemical, physical, or emotional. Almost everyone is faced with an excess of stress at times. But we can learn to handle it and make it manageable.

The ad goes on to offer some wonderful ways we can begin to reduce the distress in our life, but for now let us begin to identify key distressors in our life. Simply identifying a problem can add to the distress.

Am I vulnerable to stress reactions?

- | Always | | | | Never |
|---|---|---|---|-------|
| 1 | 2 | 3 | 4 | 5 |
| 1. I eat at least one hot, balanced meal a day. | | | | |
| 2. I get seven to eight hours of sleep at least four nights a week. | | | | |
| 3. I give and receive affection regularly. | | | | |
| 4. I have at least one relative within 50 miles on whom I can rely. | | | | |
| 5. I exercise to the point of perspiration at least twice a week. | | | | |
| 6. I smoke less than half a pack of cigarettes a day. | | | | |
| 7. I take fewer than five alcoholic drinks a week. | | | | |
| 8. I am the appropriate weight for my height. | | | | |
| 9. I have an income adequate to meet basic expense. | | | | |
| 10. I get strength from my religious beliefs. | | | | |
| 11. I regularly attend club or social activities. | | | | |
| 12. I have one or more friends to confide in about personal matters. | | | | |
| 13. I have a network of friends and acquaintances. | | | | |
| 14. I am in good health (including eyesight, hearing, teeth). | | | | |
| 15. I am able to speak openly about my feelings when angry or worried. | | | | |
| 16. I have regular conversations with people I live with about domestic problems; e.g., chores, money, and daily living issues. | | | | |

Continued. . .

17. I do something for fun at least once a week.
18. I am able to organize my time effectively.
19. I drink fewer than three cups of coffee (or tea or cola drinks) a day.
19. I take quiet time for myself during the day.

You must admit, most of us wouldn't think of this as the distress list. The experience being, if this list of 20 is pretty healthy, our foundation is relatively stable.

To get your score, add up the figures and subtract 20. Any number over 30 indicates a vulnerability to stress. A score between 50 and 75 indicates you are seriously vulnerable to stress (action steps are necessary). A score over 75 is extreme vulnerability and you didn't need to take this test to realize it (start now to make some positive steps to reduce stress).

Use this list of twenty action steps to refocus your energies and transform this incredible life experience.

Action steps that help dissipate stress:

1. Develop a positive attitude.
2. Get a checkup.
3. Get adequate rest.
4. Watch your diet.
5. Exercise.
6. Do relaxation exercises.
7. Meditate.
8. Change your reaction patterns.
9. Adapt to your environment realistically.
10. Listen to music.
11. Take a break.
12. Take a vacation.
13. Talk it out.
14. Express your anger
15. Slow down.

16. Do something for others.
17. If your work is primarily mental, do more physical play time.
18. If your work is physical, develop your creative mental side.
19. Develop positive addictions.
20. What would you honestly like to do? Move in that direction.

We are all indeed spiritual beings and we have individually made manifest a body that requires stress reduction. We are multilevel persons, we are spiritual, intellectual, emotional, and physical beings on an adventure worth experiencing. We have a mutual investment in the well being of one another. You are very important to us.

More proven stress reducers listed in the next Minister's Letter.

What are you personally doing that you would like to share?

Conflict

Cont'd from page 11

system are compelled to live out the legacy of the system.

Structural problems, while easier to manage than systems issues, nonetheless, have a significant relationship to the vitality and ongoing development of the church community. Structures which impede open, clear, and timely communication will eventually create conflict in a healthy church. Some structural problems to watch out for are those which relate to the inclusion of individuals and groups within the church. When people are not involved in decisions or when there is a disproportionate spread of power and authority, or when norms for making decisions are violated, conflict is likely to surface.

Structural conflicts are very common in Pastoral and Program churches (50-150 & 150-300 congregants, respectively). These types of organizations rely upon clear lines of authority and open communication among interacting and interrelated groups. The pathways through which the energy of information, expression of talent and creativity, and the process of embracing disputes within the

community are structural issues. Conflicts pertaining to structures may be addressed by developing systems which involve, empower, and build bridges between the leadership of the church and the community at large.

As I have mentioned in previous articles, conflict in general is not bad unless it is mismanaged. Real problems emerge within a ministry when participants fail to address issues relating to the cohesiveness of the community and instead, become defensive or reactive in their attempts to work through challenging circumstances. When this happens, conflict moves to a new level of higher intensity. As ministers and church leaders, we need to realize that our natural tendency in conflict situations is to become defensive, to protect ourselves from being hurt or misunderstood. The sure sign that we have lost our clarity of mind in the face of conflict is when we try to manage the perceptions and feelings of others.

Our conflict management process works to redirect everyone's attention to the issues which affect the cohesiveness

of the organization as well as to help people learn and grow from the presence of conflict. The consulting process brings people back to principle. This helps everyone shift out of defensiveness and blame into openness and responsibility. When this occurs, the organization becomes revitalized and the leadership team strengthened.

From time to time, friends tell us they would like to remember our Association of Unity Churches or their local Unity ministry in their wills. We have a brochure that contains much of the needed information and many suggestions. If you wish to receive this brochure, call or write to us today!

The Development Office
Association of Unity Churches
 P.O. Box 610
 Lee's Summit, MO 64063
 (816) 524-7414, ext. 350

"The investment you make in yourself will continue to bless those who are touched by you."

Licensed Unity Teachers — You Have New Opportunities

The new curriculum will soon be in place for the UICE program and just as it offers new directions for those individuals just starting in the program, so, too, does it present you with new opportunities for personal and spiritual growth. As an already licensed Unity teacher you may choose to continue your growth in one of the new focus areas.

A parallel process will be available for already licensed Unity teachers by the beginning of the Spring C.E.P. classes. Below you will discover a sample of the practicum requirements for the four focus areas. More information will be available to you just as soon as we finalize the specific steps. In the interim, you may want to look over these areas and discuss the needs of your church/center with your minister.

Adult Education:

Practicum Requirements:

1. Attend at least two of the following:
 - National conference
 - Regional conference
 - Subregional Licensed Unity Teachers' meeting
 - Licensed Unity Teachers' Postgraduate Week
2. **Reading List:** Read three books (see bibliography) or attend three seminars focused on adult education and be prepared to discuss the material during the SDS week

Examples:

 - adult learning styles
 - creating lesson plans for adults
 - training the trainer
3. Public speaking (ongoing participation)

Examples:

 - Toastmasters
 - Dale Carnegie

4. Volunteering
 - Assist minister in teaching classes
 - Workshop facilitator
5. Prepare lesson plans for three Unity classes that you will teach (including handouts)—review with your minister
 - Two of these classes (lesson plans) are to be presented as classes in your church (24 hours)
 - One series and handouts are to be sent to the Licensed Unity Teacher Coordinator (Association of Unity Churches)

Minister's recommendation must include:

1. Your ability to relate to individuals and involve each one in his/her own learning.
2. Your ability to demonstrate character and adherence to our Unity code of ethics in keeping with the role of a licensed Unity teacher
3. Your ability to function in the role of licensed Unity teacher with emotional maturity, integrity, a spirit of cooperation, and the ability to integrate theory and practice.
4. Your perceived knowledge of the Unity structure resources and purpose.
5. Minister mails this letter to the Licensed Unity Teacher Coordinator.

Chaplain:

Practicum Requirements:

1. Attend at least two of the following:
 - National conference
 - Regional conference
 - Subregional Licensed Unity Teachers' meeting
 - Licensed Unity Teachers' Postgraduate Week

Continued. . .

2. Complete at least one component of Clinical Pastoral Education (CPE) at a hospital in your area or arrange to work with a hospital chaplain for a minimum of 36 hours. (Certificate or letter of satisfactory completion in required).

3. **Reading List:** Read three books or attend three training/seminars focused on chaplaincy (discuss with minister) and be prepared to discuss the material during the SDS week.

Examples:

- Hospital Chaplaincy
- Domestic Violence
- Hospice
- Prison Chaplaincy
- Crisis Intervention
- Bereavement
- Family Crisis
- AIDS
- Other relevant and approved seminars

4. Volunteering (minimum of six months):
 - Establish a Bereavement Group
 - Establish a Prayer Support Group
 - Present a series of workshops based on #3 above.

Ministers recommendation must include:

1. Your ability to relate to individuals and involve them in their own healing.
2. Your ability to demonstrate character and adherence to our Unity code of ethics in keeping with the role of a licensed Unity teacher.
3. Your ability to function in the role of licensed Unity teacher with emotional maturity, integrity, a spirit of cooperation, and the ability to integrate theory and practice.
4. Your perceived knowledge of the Unity structure, resources, and purpose.
5. Your minister is to mail this letter to the Licensed Unity Teacher Consultant.

Administration:

Practicum requirements

1. Attend at least two of the following:
 - National conference
 - Regional conference
 - Subregional Licensed Unity Teachers' meeting
 - Licensed Unity Teachers' Post-graduate Week
2. Have a working understanding of debit/credit/balance accounting and have a minimum of six month's working experience with the reporting methods used in the church where you will be working/serving.

3. **Reading List:** Read three books or attend three training/seminars focused on church management or office practices and be prepared to discuss this material during the SDS week; also, discuss the reading material with your minister.

Examples:

- Nonprofit financing relating to churches
- Tax responsibilities for churches
- *Welcome: Tools and Techniques for New Member Ministry* by Andrew D. Weeks (Alban)
- *Making Your Church More Inviting: A Step-by-Step Guide for In-Church Training* by Roy M. Oswald (Alban)
- *Organizational Behavior* by Arnold and Feldman
- *Personnel/Human Resource Management: A Diagnostic Approach* by George T. Milkovich & John W. Boudreau
- *Megatrends 2000* by John Naisbitt & Patricia Aburdence
- *Spiritual Economics* by Eric Butterworth
- Other relevant and approved books/seminars

4. Volunteering (minimum six months):

Examples:

- Church Finance Committee
- Church Growth/Outreach

Minister's recommendation must include:

1. Your ability to relate to individuals as a church administrator.
2. Your ability to demonstrate character and adherence to our Unity code of ethics in keeping with the role of a licensed Unity teacher.
3. Your ability to function in the role of licensed Unity teacher with emotional maturity, integrity, a spirit of cooperation, and the ability to integrate theory and practice.
4. Your perceived knowledge of the Unity structure, resources and purpose.
5. Minister mails this to the Licensed Unity Teacher Coordinator.

Director of Spiritual Education (Youth)

Practicum requirements

1. Attend a minimum
 - Regional Children's training events (2)
 - Regional or International Youth of Unity event (1)
 - Subregional Licensed Unity Teachers' meeting or Licensed Unity Teachers' Postgraduate Week
2. Special Course to be designed for this practicum.
3. Organize at least one children's program other than Sunday morning, such as intergenerational program, holiday or summer program.
4. **Reading List:** Read three educational books in the area of high school youth, junior high youth and/or children.
 - Submit a list of ideas you collected from this material and how you can use these ideas in your work.
5. Read and submit written reports on New Directions Education I & II, Youth of Unity Resource Material,

See TEACHER on page 23, col. 3



Education Services

Cherie Larkin • Teen and Young Adult Coordinator

"On the spiritual path, each of us is called to a deep passion for freedom, authenticity, transformation, and spiritual homecoming."

► Adults of Unity

Jesus Christ often spoke about more abundant life, greater happiness, and deeper peace for our lives. On the spiritual path, each of us is called to a deep passion for freedom, authenticity, transformation and spiritual homecoming. Are you answering the call? Has your spiritual journey lead you to question your purpose in life? Are you searching for the zest and fulfillment you know lies hidden within you?

Encourage the adult members of your congregation to join us for the 1996 Adults of Unity (A.O.U.) Conference as we discover, liberate and celebrate the fire of fulfilling spiritual potential within us all. Held during the July 4th week the theme, "Freeing the Fire Within. . . Igniting Passion and Purpose in Your Life," is designed to explore these questions and to create an atmosphere and experience for finding answers.

The A.O.U. Conference Experience

The best way to describe the A.O.U. Conference is "transformative." It is a week dedicated to assisting participants along their own spiritual path. The whole retreat is designed to encourage and support each person's own unique journey by providing a wide range of opportunities to actually take the steps necessary for authentic spiritual transformation.

Morning sessions start with prayer and songs to open the heart, followed by dynamic presentations by our featured presenter and musician. The large group workshops incorporate experiential exercises so that authentic spiritual breakthroughs are achieved. This year we are pleased to have Alan Cohen, author of *The Dragon Doesn't Live Here Anymore, I Had It All The Time*, and his latest humorous book, *Are You As Happy As Your Dog?*. Our guest musician is the ever-popular David Roth.

The discovery process continues when we break into small "family groups" of 10-12 people. These small groups are the core of the A.O.U. retreat experience. In a loving, supportive environment, the participants can explore further the issues raised by the keynote speaker and experience real healing and support from their own family group. Afternoons are free to rest and relax or to participate in optional activities. The fun continues in

Freeing the Fire Within. . . Igniting Passion and Purpose in Your Life

June 29 - July 5, 1996

Unity Village, MO

For information/registration forms, write to:

Association of Unity Churches

Education Department - A.O.U.

ATTN: Christy Bentley, Event Coordinator

PO Box 610

Lee's Summit, MO 64063

(816) 524-7414, ext. 347

FAX: (816) 525-4020

the evening with special musical concerts, the ever-popular talent show, and a banquet and dance.

Who are the Adults of Unity?

The Adults of Unity is an international organization of Unity laypersons sponsored by the Association of Unity Churches. The individuals who comprise A.O.U. are committed spiritual seekers who come together each year to celebrate and experience the love, unity, joy, and friendship of other like-minded adults in an atmosphere of fun and unconditional love. The A.O.U. conference is a special time to meet fellow Unity students of all ages, from all walks of life and from all over the world. It is open to anyone 18 and older who desires to have a richer, more abundant spiritual life.

Don't miss this dynamic, transformative week!

► Youth of Unity Reunion

When Myrtle Fillmore asked "Who will take care of the children?" I like to think she would be very pleased to know the Y.O.U. conferences have continued now for 60 years! To commemorate our anniversary, we are planning a very special week-end for former Y.O.U.'ers. We are very excited to offer this opportunity for Y.O.U.'ers to return to Unity Village for reconnection with old friends, a beloved campus, and their spiritual nature. Since this is a reunion, the event has been designed for

Continued. . .

former Y.O.U.'ers who graduated five or more years ago (1991 or before).

Beginning with our opening ceremonies and continuing right up to the closing circle we will be reconnecting with the consciousness we all knew in Y.O.U. Guest speakers, former Y.O.U.'ers who are now Unity ministers, will help us to examine our lives and look at our spiritual unfoldment. The program will be geared to all levels from the nonchurchgoers to the active Unity member. We'll also have lots of fun in store with special music, joy songs, talent show, banquet, picnic, dance, an opportunity to pray with Silent Unity, tours of the Village, and history of Y.O.U. and the early works of Unity.

Complete registration information is available from the Association. In the meantime, you can assist us in the following ways: If you or anyone you know attended Y.O.U. Conference in the past 60 years, please contact us with names and addresses. We are working very hard to contact as many persons who attended Conference as possible—please feel free to pass the information on through church newsletters or word of mouth. See inset for information on how to contact our office. We hope to see you in August! Blessings.

Come home to Unity Village. . .

YOUTH OF UNITY CONFERENCE REUNION:

*Celebrating 60 years of love,
prayer, friendship, and fun*

**1936-1996
Unity Village, MO
August 14-18, 1996**

*For information and registration
forms, write to:*

Christy Bentley, Event Coordinator
Association of Unity Churches
Education Dept. - Y.O.U. Reunion
P.O. Box 610
Lee's Summit, MO 64063
(816) 524-7414, ext. 310
FAX: (816) 525-4020

Youth of Unity International Conference July 29-August 4, 1996

Previous publications have had the 1996
Conference dates printed incorrectly.

**PLEASE NOTE:
Y.O.U. Conference is
July 29-August 4, 1996**

► What Sharing Groups Offer

Our youth ministry is filled with opportunities for people to share. Some people need trained professionals, but many simply need the help of caring adults and peers.

In all of our conference retreat experiences we utilize sharing groups. One of the benefits of sharing groups is the depth of spiritual experience that can occur. Having been a member of numerous of our sharing groups I can testify that always part of my group experience is a profound sense of God's presence and grace. Our youth report the same sense of God's holiness in the midst of sharing one another's lives.

There is something about opening our lives to one another that puts us in the presence of God. One of the most profound experiences of God that I have had was when a young woman shared her feelings about her mother's death. I thought of the words from the story of Moses and the burning bush: "Take off your shoes from your feet, for you are standing on holy ground." I and the other members of the group were on holy ground as she let us share one of the most intimate moments of her life.

To be heard and to have a place where we can share our feelings and talk about the things that are really important to us so that healing can come forth—these are the things that a sharing group can provide. I love the saying, "When I am healed, I am not healed alone." This year's conferences offer settings and group dynamics for your healing to come forth. Won't you join us and be made whole?

Teacher

(Cont'd from page 21)

and Junior High Youth Ministry:
The Art of Creating the Perfect Program (all available from the Association of Unity Churches)

6. Prepare lesson plans for two teachers' meetings that you will present (including handouts) in your church.
 - Be prepared to present one of these plans during the Intensive week.
 - Choose one of these lesson plans and handouts and send it to the Association of Unity Churches Department.

Attend a one-week Intensive Training and Evaluation

- Two recommendations to attend the week-long Intensive Training and Evaluation:

Minister's recommendation must include:

1. The candidate's basic understanding of Unity principles
2. The candidate's ability to demonstrate character and adherence to our Unity code of ethics in keeping with the role of a licensed Unity teacher.
3. The candidate's ability to function in the role of licensed Unity teacher with emotional maturity, integrity, a spirit of cooperation, and the ability to integrate theory and practice.
4. The candidate's perceived knowledge of the Unity structure, resources and purpose.

Please know, these practicum requirements are not the whole process, the steps in their complete form will be available by the Spring C.E.P. class time. You and your personal and spiritual growth are important to us. The investment you make in yourself will continue to bless those who are touched by you.

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DATES TO REMEMBER

Important Dates for 1996

Regional Education Services Consultants	Feb. 27-Mar. 4
Field Licensing Seminar (yr 1 and yr 2)	Mar. 10-14
Skills Demonstration Seminar	April 6-12
Spiritual Board Seminar	May 19-24
Convention (Cruise)	June 15-22
Licensed Teacher Postgraduate Week	June 22-28
Certified Spiritual Educators Intensive	June 23-28
Adults of Unity Conference	June 29-July 5
Skills Demonstration Seminar	July 27-Aug. 2
Youth of Unity Conference	July 29-Aug. 4
Executive Committee Meetings	Sept. 5-11
Skills Demonstration Seminar	Nov. 9-15

1996 Regional Conferences

Southwest	Feb. 19-22	Franciscan Center - Scottsdale, AZ
Western	April 15-18	Coeur d'Alene Resort - Coeur d'Alene, ID
Great Lakes	Sept. 22-26	Pokagon State Park - Angola, IN
West Central	Oct. 2-4	Asilomar - Pacific Grove, CA
Eastern	Oct. 6-10	Hamilton, Ontario, Canada
South Central	Oct. 14-18	Unity Village, MO
Southeastern	Oct. 7-11	Jekyll Island, GA

ASSOCIATION OF UNITY CHURCHES
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Lee's Summit, MO 64081

Published by the Association of Unity Churches



Contact

Vol. 30, Issue 4 August/September, 1996

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There is no handwriting or other markings on the paper.

Letter from the Chair



Norma Iris Rosado • Asociacion Unity • Santurce, Puerto Rico

(Article in English and Spanish)

Dear Friends and Colleagues,

There is an old story of an elderly man who had the mission to kindle the lights of a small city. Every evening you could see him doing his job with great joy and enthusiasm. The city was only a long and narrow street and his physical presence was usually lost in the distance, but everyone knew where he was because the lights behind his path were always on. He enlightened the way to the people after him.

Many years ago there was also another man who, by his words of Truth enlightened the path to the people of the world. That man was lost in distance and time but we can still listen to His words: "I am the light of the world, you are the light of the world. . . let your light shine before every man." As ministers, teachers, and students of Truth we, like the two men above, have a mission to fulfill. As an association we have a mission to fulfill in the world. What do you think our mission is? Why is it that we have become part of God's plan to the good of the world? What is our message?

To me, it is to take a step forward in the real transformation of the world's consciousness. To me it is to help make people think and feel so that they might be renewed by new ways of thinking. It is to create consciousness of who and what they are spiritually. It is to create consciousness of the need we all have to implement the law in every way: loving one another (do we deserve?), not judging but forgiving (do we dare?), walking the extra mile (do we get tired?) turning the other cheek (do we get hurt?) so that we can manifest the kingdom of happiness within.

In order to make this happen, what shall we do? We have different alternatives and stands we may take. We may be avant garde and proactive, reactive or passive. As proactive and avant garde we will be leading the way, although there will be periods when we will feel lonely, and we will need all our strength and courage to continue doing

what we think, feel and believe we were called to do. As reactive, we will be waiting for what others do and then accept or reject their doings. As passive, we will just be at the edge of the path seeing what others decide to do for us and conforming to it.

Where are we? Where do we as an association want to go?

I know and feel that as an association and movement we have decided to be avant garde and proactive. Our mission, vision, and goals speak for us. We have decided for instance, that we will serve and morally support one another in love and not judgment. We have decided we will be sensible to diversity so that everyone has a place to grow. We have decided that we want to be consistent with our bylaws and procedures in every circumstance and as far as we can. We have decided that we want to continue building trust within ourselves, among ourselves, and with the rest of the world. How can we accomplish this? Jesus said, "Clean first your inner vessel as that it would also be clean in the outer."

As students of Truth we know that we may let go any thought, feeling, emotion, resentment, or action that somehow limits our expression of God the good. We may forgive so that we may be forgiven. We must be healed so that we will be free to take the required action in attaining our goals. So, let us then, as an association, take the necessary steps. First, let us know, remember, and believe that God wants us to be free and healed. Second, let us have the faith that we can be healed. Third, let us give thanks for our healing. Fourth, let us act as healed and transformed beings seeing within ourself and within others the perfect child of God. Let us treat one another with the respect and dignity that we deserve. In this way, we will be transforming our consciousness and the consciousness of the world; we will be making the difference and attaining our goals.

Yes, we can make a difference for us and for the whole world.

Dear friends and colleagues, would you please

See *LETTER* on page 12

"As students of Truth we know that we may let go any thought, feeling, emotion. . . that somehow limits our expression of God the good."

Volume 30, Issue 4
August/September, 1996

CONTACT STAFF:
Editor-in-Chief - Glenn Mosley
Supervising Editor - Joann Landreth
Managing Editor - Cheryl Vestal

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.

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

PRESIDENT'S LETTER

Glenn R. Mosley • President



Making Newcomers Feel Welcome

First, take care not to refer to guests as "visitors." Instead, during the service, minister, associate, or platform assistant needs to ask, "Will all those who are with us for the first time today please stand so that we can welcome you?" Thereafter, refer to them as "first timers." This leads easily to encouraging that there be a "second time." "Visitors" on the other hand, are not expected to return; after all, they are "only visiting."

Once the first timers can be identified after the service by carrying a "Welcome" envelope or wearing a ribbon or name tag, hospitality volunteers, also wearing name tags, need to proactively engage the first timer(s). Invite them and accompany them to the Fellowship area, introduce them to the minister, at least one board member if available, and at least two other people before they leave the church.

Many ministers use the 24-hour or 36-hour rule; that is, either the minister or an assignee (hospitality or visitation committee person) calls to repeat the welcome within 36 hours at the outside. That is a good place to begin and there is no reason not to maximize the value of that telephone call by taking a brief survey in addition to extending a telephone welcome. (Of course, the "first timer" will receive a letter signed by the minister by Friday after his/her first Sunday also.)

The size of ministry may determine whether it is the minister or an assignee who calls; it is a good idea for the minister to make the calls personally until mounting responsibilities disallow it. From here on, I shall refer to the minister or assignee simply as the "caller," and the Sunday worship guest as "first timer."

The caller begins by asking if first timer has five minutes (more if absolutely necessary, but be specific and brief) to answer six questions (add to or delete from number of questions, but be specific and brief) that will help our church community do a better job of welcoming first timers. Once first timers know who's calling (not a telemarketer), most are willing to help.

The rationale for the questions follows the list of questions.

1. Tell me please, why did you attend our church?
2. Please tell me how you first found out about our church community.
3. Please tell me what you liked about our church when you attended.
4. What didn't you like?
5. On a continuum segmented from one to ten with ten being highest, how warmly greeted did you feel when you attended?
6. Can you tell me what you are looking for in a church home?

If for any reason the call is made a week later and the first timer has become a second timer, a seventh question might be, "Why did you come back?"

Rationale for the Survey: This call provides a good first contact (or second if either the minister or a visitation or hospitality committee assignee has already visited the first timer in person).

Whether the minister makes the survey call or not, if at all possible, the minister needs to either visit personally and/or call within the first week. Unity ministers and laity alike have tended to avoid these procedures, thinking that they "smack" of emotional "arm twisting," or that the procedures are too time consuming, and probably many who do not visit or call, do not because of personal discomfort. Seen from the first timer's viewpoint, however, it is more often viewed as caring and interest in them. These behaviors are indications of caring and the first timer feels it. He/she needs to know someone wants to let them into the "family circle."

From the time of the first attendance, within 36 hours at the most, the first timer needs to receive a call, within five days he/she needs to receive a letter from the minister and a personal visit from the minister (or assignee) and by the eighth day after the attendance, there needs to be a second call. The survey can be either the first or second call.

The survey provides an opportunity for a personal conversation which probably was not possible in the "hugging line" on Sunday.

See *NEWCOMERS* on page 11, col. 1

"...it is a good idea for the minister to make the calls personally until mounting responsibilities disallow it."

"Now is the time. Our Living Curriculum is a transformative tool for every Unity ministry."



Shay St. John • Vice President of Development

DEVELOPMENT NEWS

Now Is The Time

Now is the time. . . . Words from my beginning typing class. The sentence continued, providing a pattern of key strokes to imprint "touch typing" skills deeply into my fingertips.

Now is the time. . . . Greater meaning was revealed when I found Unity. Now. This very moment. Within it is access to the infinite potential of God. Only within this now moment can I fully experience life.

Now is the time. . . . Profound teachings for our heart and soul. They remind us to turn within, to listen to and to be renewed by "the still, small voice," as our revised standard Bible tells us, or "the sound of sheer silence" as the new revised standard states it.

In this now moment it is a joy to serve you, beloved Association members and Contributing Friends. It is an exciting time, a time of growth and change. It is a time for "Caring NOW!"

Our Living Curriculum is in wide use within our Unity movement. Children, youth, and families are benefiting from the excellent work that has blessed its partial creation. Yet there is more to be done.

The Templeton Foundation has agreed to match up to \$150,000 for all funds given to "Caring NOW!" prior to May 1, 1997. Your gifts today will reflect the "double portion" requested by Elisha from Elijah.

Now IS the time! Achievement of this "Caring NOW!" goal, providing our Living Curriculum with \$300,000 will provide funds to complete its initial development. Though ever in revision and expansion, the basic elements will be inform, the pattern established.

Express your "Caring NOW!" Take action to do what you can to make this vital dream a reality. Affirm your personal financial support at whatever level is right to you. Invite your ministry to prayerfully consider its support of this ambitious project.

You are needed. You make a difference.

Our Association of Unity Churches is a global organization. Your voice, your arms, your enthusiasm, and your financial gifts communicate your support. Serve within your community. Let others know what this project will do for our future.

NOW is the time. Our Living Curriculum is a transformative tool for every Unity ministry. If you have not seen a brochure that outlines its vision, call us today! A video is also available for a love offering. Request one for use in your church.

In closing, consider this short article from "Minister's Tips," sent to me by the Reverend Scott McClintock, for your own newsletter:

Is the Church Preoccupied With Money?

We tend to be amused at the kind of things people says about money in the church. "Well, sure enough, we hadn't been to church in months, and the first Sunday we're back, the pastor talks about money." Or, "The reason we left our last church is that they were always talking about money."

Maybe that's because Jesus did. You know, 16 of His 38 parables are about money and possessions, and one tenth of all gospel verses are about money and possessions.

There are roughly 500 verses in the Scriptures that have to do with prayer and a little under that number that deal with faith. Yet more than 1,000 verses (about the number that discuss faith and prayer put together) are concerned with the subject of money and material goods.

Is it any wonder that the church, when she is faithful to the gospel, follows in that tradition and talks about money?

--from First Christian Church • Newton, KS

Blessings, dear friends. I celebrate our "Caring NOW!" that is expressing through each and every ministry in our Unity movement!

PLACEMENT/EXPANSION

Joann Landreth, Vice President of Placement/Expansion



One of the most valuable services available through the Association of Unity Churches is that of training Interim Ministry Specialists. Following is information in the Interim Ministry program written by Harriet Valliere, a Unity ministry and Interim Ministry Specialist who has served Unity churches in this capacity.

The Interim Ministry in Unity Churches

by Harriet F. Valliere
Interim Ministry Specialist

Q. How has the Interim Ministry Program evolved?

A. The Interim Ministry Program of the Association of Unity Churches is where I hang my hat. In 1989, I read in the *CONTACT*, articles by Robert Ellsworth, Ph.D., explaining in detail the strengths and advantages of training and preparing ministers to serve as Interim Ministry Specialists. For years Unity ministers have served in the capacity of the Interim Minister. The new goal was for specialized training, and due to the awareness that many ministries would best be served by skilled Interim Ministry Specialists.

To this day, Interim is a misunderstood service, that is available through the Association of Unity Churches. The Association joined the Interim Ministry Network (a traditional multi-denominational group), and we began to attract qualified Unity ministers to be a part of this new program. Interim work is not new, only the policies, structure, and training advantages are new to our Unity organization. Interim is not termed as temporary and temporary ministers are not Interim Ministry Specialists.

Q. Why should a Unity church consider an Interim Ministry Specialist?

A. The fundamental and traditional mainline churches through experience know the advantages of Interim ministry. Churches with ministers retir-

ing after a long tenure, situations were long term conflict caused leader after leader to leave, financial debt and loss of attendance, is considered the time to retain the impartial services of an Interim Ministry Specialist. In some denominations Interim Ministry is required before placement of a new minister.

Why not use whatever methods we have available to assist churches? Interim allows the congregation to place the past and future in their proper perspectives. It gives adequate time to create a consciousness that will allow the congregation new choices for the future. As a society we tend to rush into every new adventure without proper endings, and we will do not honor grief and loss with dignity and love. The interim is a time to accomplish a proper ending in a loving and honoring manner.

Q. How can an Interim Ministry Specialist be impartial?

A. Interim ministers can be far more objective because, in Unity, they are NEVER a candidate for the permanent position. Although they are temporary in time, the Interim Ministry Specialist has a very different assignment than the temporary minister (lay or ordained) who comes to fill in until the consciousness feels right to start the search for a permanent minister. Interim Ministry is a task oriented process that is directed by the congregation and board, with guidance from the Interim Minister.

Q. What are the benefits to the congregation?

A. The churches I served stabilized attendance, maintained working systems and reorganized other systems when necessary. The churches maintained or increased their prosperity in spite of the change. They were clear and consciously ready when together we determined it was time to seek a
See INTERIM on page 15, col. 1

“Interim ministers can be far more objective because, in Unity, they are never a candidate for the permanent position.”



“Your local radio station may have many ways to help you in your ministry—perhaps at no cost.”

What Your Radio Station Wants From You

While attending a World Association of Christian Communicators Conference, I attended a workshop sponsored by the United Methodist Communications Division. I received a copy of a survey they conducted, and want to share some of this survey information.

Your local radio station may have many ways to help you in your ministry—perhaps at no cost. The Public Media Division of United Methodist Communications talked to stations across the nation asking them what they want from their church, and churches in general. The answers from these radio stations may surprise you!

Since there are enormous changes taking place in the broadcast industry as well as related technological industries, keeping up with all the possible changes is a major challenge. And yet, we who see the unlimited possibilities of using broadcasting to share the message of our ministry realize that we must keep up.

The radio ministries staff of United Methodist Communications decided that they would submit a simple survey to several hundred radio stations across the nation in hopes of finding what these stations would prefer from churches. They asked a computer which included the full 11,000 listing of radio stations to randomly select 500 stations in small towns, as well as the largest cities in every state in the nation, stations with the smallest signal all the way up to the strongest allowable signal. In addition, they asked annual conference communicators to submit the same questionnaire to station personnel with whom they work.

The response was impressive. 181 stations from 37 states completed the survey questionnaire with evidence of having spent considerable time and concern to continue this conversation. This alone told them that the assumption that stations do not care about a church's message was obviously misguided. In fact, the stations seem to regard the document as an occasion to tell churches they welcomed some further conversation about future

projects.

The actual questions from the survey will be printed in bold type to be followed by some of the implications related to the answers.

How Does The Station Want the Material Submitted?

Preferred length of spots:

58% = 30-seconds

28% = 60-seconds

7% = 20-seconds

7% = 10-seconds

They were not surprised by the landslide 58 percent for the 30-second length of spots since this has been the standard for decades in radio programming. The surprise came with the runner-up vote of 28 percent for 60-seconds because it indicates that stations are not pushing for the shorter lengths of 10 and 20 seconds as TV has increasingly desired.

Preferred way(s) of receiving material for spots:

47% = CD

34% = Reel-to-reel

13% = Cassette

4% = Any

2% = Record (vinyl disc)

Continued . .

New production “Diversity” perfect for World Day of Prayer and Friendship Sunday

Our new campaign “Diversity” honors all the families of the world. Imagine words of peace, love, and hope spoken by men and women in many different languages and dialects and mixed with Unity philosophy—this describes “Diversity.” These 60 second radio spots have room for your tag at the end. Order directly from the Radio/Media Department at 816-524-7414, ext. 343.

Spanish "What Is Unity?" is now available!

The "What Is Unity?" master cassette in Spanish is now available to include in your quest/welcome packets and for new members. Side 1 is a narrative explaining Unity, recorded by Juan Enrique Toro, minister from Costa Rica. Norma Iris Rosado, minister from Puerto Rico, recorded a prayer and meditation for side 2. Your ministry may duplicate as many copies of this master cassette as you need. Please order directly from the Radio/Media Department. Ask for the Spanish "What Is Unity?" Cost is \$6.00.

CD was the undisputed winner as the fastest rising medium in the last five years. The number two response was not cassette, which received the nod from only 13 percent of the respondents. Number two was the old standard reel-to-reel by over one-third of the votes. Digital is the wave of the future, and many stations are probably headed toward digital work stations or hard disc storage for recorded materials.

When the compatibility issue of the digital technology has been established by the religious broadcaster, the desired quality can be easily achieved. And the day of audio being transmitted by fiber optics across any distance will increase the options for securing the best digital results for your productions.

How Often Do the Stations Want New Materials?

Preferred regularity of receiving materials:

- 42% = Whenever a new production is ready
- 24% = Whenever an issue arises
- 14% = Every two months
- 7% = Every three months
- 5% = Twice a year
- 4% = Four times a year
- 2% = Three times a year
- 2% = Annually

See Radio on page 9, col. 2

Voices of Unity: Write us about your broadcast outreach and we will add your ministry to the list.

Unity of Anchorage, Anchorage, AK:

- Radio KFQD 750 AM, KLEF 98.1 FM, KEAG 97.3 FM (rotating schedule of spots)

Unity/Palm Springs, Palm Springs, CA

- Radio KDES AM 920, 8:00 a.m. & 10:00 p.m., Sun. (30 minute program)

Christ Unity Church, Sacramento, CA:

- "The Best Is Yet To Be" TV program- (northern CA, southern OR, NV, AZ)

- Sacramento: Channel 42 (Cable 24 at 9:00 a.m.; Cable Channel 16, Sun., 9:00 a.m. (Public Access))

- Bay Area out of San Jose, channel 48 at 9:00 a.m.

- Santa Rosa & Marin Cnty, channel 50 at 8:30 a.m.

- Arizona: Phoenix & Prescott - Channel 27, Sun. 9:00 a.m.; Phoenix and Lower Valley - Channel 55, Sun 9:00 a.m.

- Monterey Peninsula, cable channel 22 at 9:00 a.m.

Unity Pyramid, Santa Maria, CA:

- Cable TV channels 21 and 22

The Transformative Ctr, Hollywd, FL

- Radio WTMI Classical, Sun. 9:00 a.m. (30-minute program)

Unity of Sebring, Sebring, FL:

- Radio WCAL FM & WITS AM (six spots daily)

Unity of Hawaii, Honolulu, HI:

- Radio K108 1080 AM, Sun. 9:05 a.m.

Christ Universal Temple, Chicago, IL:

- TV Station 4

Unity Ch/North Shore, Evanston, IL:

- TV Cable Channel 2, Wed. & Fri. 11:30 a.m.; Sun. 2:00 p.m.

Unity Ch of Springfield, Springfield, IL:

- Radio WTAX AM 1240 (various times); TV Community Access Channel 4, Thursday 7:30 p.m.

Unity of Indianapolis, IN:

- TV Channels 99, 20 and 53, Sunday 2:00 p.m., 15 min.

Unity of Cedar Rapids, IA:

- Radio WMT 600 AM, Sun. 7:15 a.m. & 9:15 p.m.

Unity Ch/Christianity, Baton Rouge, LA:

- Radio River 96.1 (4 spots daily)

Detroit Unity Temple, Detroit, MI:

- Radio WQRS 105.1 FM, M-F 5:50 a.m., Sun. 8:00 a.m. (on air continuously for the last 30 years)

Unity Church of Muskegon, MI:

- Cable TV Channel 24

Church of Today, Warren, MI:

- TV Channel 50 (Detroit) 8:00 a.m.
- TV Channel 33 (Cadillac) 10:00 a.m.

Christ Ch of the Hills, Branson, MO:

- Local TV Channel 6

Northside Unity, St. Louis, MO:

- Radio WGNU 920, Saturday 3:45-4:00 PM

Unity Village Chapel, Unity Village, MO:

- Radio KCMO 810 AM, Sunday 6:00 a.m. (week delay broadcast)

Unity Church/Santa Fe, NM:

- Radio KVSF 1260 AM, Sun. 9:00 a.m. (Lessons from the *Quest*)

Unity Church of P.C., Buffalo, NY:

- Radio WECK 1230 AM, Sunday 7:45 a.m. (15 minute program)

Unity Center of P.C., New York, NY:

- Radio WMXV 105.1 FM, Sunday 6:00 a.m.; Cable Ch-16, Monday 9:00 a.m. (30 minute program)

Unity of Charlotte, NC:

- Cable Vision Channel 3 & Vision Cable Channel 10, 5:00 p.m., Sun.

Unity Christ Church, Wilmington, NC

- Radio WAAV 980 AM, Sundays, 10:00-11:00 p.m.

Unity Chapel of Light, Tallmadge, OH:

- Radio WAKR 1590 AM, 9:00 a.m., Sunday; TV Ch-29, Cable Ch-7, 7:00 p.m., Sunday ("Vision-Quest")

Unity Ch of Christianity, Tulsa, OK:

- Radio KBEZ 92.9 FM (one-minute spots three days a week)

Unity Church of Harrisburg, PA:

- Radio WMSS 91.1 FM, Sun 9:00 a.m.

Associacion Unity, Santurce, PR:

- Radio WSJ 1560 AM, Sun. 8:00 a.m.

Unity of Knoxville, Knoxville, TN:

- WNOX 99.1 FM and WNDD 99.3 FM, Mon. 7:40 & 8:20 a.m.; Fri. 5:20 p.m.; and Sat. 12:00 midnight.

Unity Church of Austin, TX

- CableVision Channel 11, Sundays, 6:00 (60-minute program)

Unity Ch of Christianity, Houston, TX:

- Radio KODA 99.1, Thur & Fri 7:00 a.m., Sat. & Sun. random

Ch of the Hill Country, Kerrville, TX:

- Radio KERV AM and KRVL FM, mornings and evenings

Unity Ch/Christianity, Nacogdoches, TX:

- Radio KFSA AM 860, Sun. 8:00 a.m.

Unity/NE Tarrant Cnty, Southlake, TX:

- Radio 97.9 FM, Mon-Fri 8:25 p.m., Sat & Sun 7:25 p.m.

“...congregants have become consumers rather than stewards, ‘purchasing’ services from their congregations...”



Barbara O'Hearne • Church Management Consultant

To the Minister and Board of Trustees:

CHURCH MANAGEMENT

Thoughts on Leadership

Giving...Customers or Stewards?

The conclusions from a study of giving to churches done by Sylvia and John Ronsavilles of empty tomb, inc., indicated that per-member giving as a percentage of income was lower in 1990 than in 1921...even lower than in 1933.

They suggest that congregants have become consumers rather than stewards, “purchasing” services from their congregations, such as youth ministry, music, and classes. They describe “dysfunctional behavior patterns” in congregations that often create coalitions of special interest groups instead of communities of faith. Congregation members have been trained to respond to crisis fund-raising and do not perceive church budgets as necessary, ongoing targets with realistic amounts.

--Initiatives in Religion

Church Growth Barriers

Based upon a sampling church growth issues facing congregations, you can project your ministry has:

- A 75 percent probability of inadequate parking space.
- A 70 percent probability of insufficient small groups. The ratio suggested is one group for every ten persons who attend regularly.
- An 88 percent probability of inadequate signage.
- a 50 percent probability of understaffing. The ratio suggested is one full-time, or equivalent, for each 100 in average attendance.
- A 73 percent probability of an inadequately prepared nursery.

--Jack D. Heacock

Does Your Church Have Visitors or Guests?

Visitor: one who visits.

Guest: a person to whom hospitality is extended.

--Webster's Dictionary

Don't Shoot the Horse ('Till You Know How to Drive the Tractor)

If for no other reason the title of this book might make you want to pick it up and look through it. When I ordered it at my local bookstore, the clerk started laughing at the title. It is catchy! It also has good information and ideas.

The author, Herb Mather, believes in moving from annual fund raising to a life of giving. A continuous process of spiritual formation for healthy, growing Christians.

If you are interested in ideas of how to lead your congregation toward a life of giving by defining mission, expanding leadership, building trust, forming new members, revamping the offering, and staying in touch with key events in the life of the giver and congregation...you might want to read this book.

It is available from Discipleship Resources Distribution Center, 800-685-4370. Cost is approximately \$10.

RCLs...Real Change Leaders

For change within an organization to be successful, people throughout the organization have to learn new skills and behaviors. Real change leaders are those who are “responsible for things like increasing revenues, developing new products, changing the ways customers are served, and improving financial performance.”

The real change leaders are those middle managers who have a capability to create better-performing organizations by changing the skills and behaviors of lots of people. Some of the common

Continued...

characteristics that help explain how RCLs accomplish their results include:

1. Commitment to a better way.

They believe deeply that the company's future is dependent upon change—particularly their part of it must be successfully done. They see the change target as exciting, worthwhile, and important to their personal satisfaction.

2. Courage to challenge existing power bases and norms.

They develop personal courage to sustain their commitment in spite of opposition, failure, uncertainty, and personal risk. They build courage in those around them.

3. Personal initiative to go beyond defined boundaries.

They take the initiative to work with others to solve unexpected problems, break bottlenecks, and think outside the box. They are responsive to top leadership's inspiration, but do not wait for it to move them into action.

4. Motivation of themselves and others.

They are highly motivated and have the ability to motivate and inspire others. They provide opportunities for people around them to follow their example and take personal responsibility for change.

5. Caring about how people are treated and enabled to perform.

They truly care about other people. They are intent on enabling the performance of others as well as their own. They do not manipulate or take advantage of others.

6. Staying undercover.

They attribute part of their effectiveness to keeping a low profile.

7. A sense of humor about themselves and their situation.

This is not a trivial trait. Their sense of humor is often what gets them through the confusion, discouragement, and failures that change produces.

--Real Change Leaders, Jon R. Katzenback

Direct Bank Debit

"Wow! That's real commitment!" Churches have an opportunity to provide congregants with the option of electronic transfer of money from their personal accounts to the church's account. Increasing numbers of churches are doing this.

When the offering is taken, provide a way of electronic givers to participate by providing an offering "card. . ."

This represents our contribution to the ministry of

First Unity Church

through the electronic transfer of funds from our bank.

--Don't Shoot the Horse, Herb Mather

E-Mail Update

Special thanks to Wayne Manning and his help with my e-mail address. Please use the following address when sending me e-mail:

If on CompuServe:

10136,1065@compuserve.com

If outside the CompuServe system:

10136.1065@compuserve.com

Hopefully this will work and I will be hearing from you.

I can be reached by:

Telephone: 816-531-3353

FAX: 816-753-8200

Mail: Oak Hall #1212

4550 Warwick Blvd

Kansas City, MO 64111

Radio

Cont'd from page 7

Almost one-third of the responses (the total of the first five answers) indicated they would like to have the materials sent regularly to them. Some even made comments, such as: "We will be glad to work with you on some spots or programs, but we want to make sure you are going to follow through with new materials on a regular basis."

However, as important as regular release might be, the question of quality is even more important, as the responders to the last two options indicate. "Don't just send us a product to be doing it; send us only your best," the broadcasters are challenging churches.

Preferred number of spots received at a time:

53% = 2-3

35% = 4-5

10% = 6-10

2% = More

Again, quality is the issue. Broadcasters recommend that churches spend time

on a few choice products rather than wasting it on overkill. Station personnel often recommend putting the best spot first because they may only have time to preview one.

Stay tuned!

From time to time, friends tell us they would like to remember our Association of Unity Churches or their local Unity ministry in their wills. We have a brochure that contains much of the needed information and many suggestions. If you wish to receive this brochure, call or write to us today!

The Development Office
Association of Unity Churches

P.O. Box 610

Lee's Summit, MO 64063

(816) 524-7414, ext. 350



Lisa Wittman • Director of Marketing/Public Relations

“Relying only on advertising would be like fully inflating only one of the tires on your car.”

Car With One Tire Hits the Skids

In the last issue of CONTACT, I wrote about marketing as a way to bring about purposeful activity in all of your programs. As a volunteer and a professional, I have seen organizations miss out on what marketing can do for them. And, in analyzing the pros and cons of marketing the church, I think I see the problem.

All the brilliant advertising in the world will be useless if you are not providing a true service that people want or need. One of the arguments used against church marketing is that a slick “marketing” campaign will not lead people into spiritual growth. I wholeheartedly agree. But the idea that marketing is merely an advertising campaign is a common misperception in the commercial world as well as in churches. Marketers have not done enough to dispel this ugly rumor. Relying only on advertising would be like fully inflating only one of the tires on your car. You might be able to move, but you won’t go anywhere.

Also, every tire must be in alignment with the other three. The drive wheels may be more important for providing the forward motion than the others, but all are necessary to go forward. When one or more are out of balance, it makes for a bumpy, noisy ride.

In other words...

For Lay People:

Do you or your congregants ever wonder what the Association does? How it’s funded? Why it exists in the first place?

Wonder no more. For brief answers to these and other questions, *in lay terms*, we are introducing a new brochure. It is one color, tri-fold, and suitable for your literature table or rack. Call Susan Velasquez at the Association office, (816) 524-7414, for your free copies.

No one can fill every need. Marketing begins when you recognize a need for your ministry to address. In this sense, marketing is truly in line with ministry in meeting people where they are. Once you know the needs that exist in your community, you can assess your own strengths and weaknesses to determine which needs you can best fill. At this point, you will know how to construct your ministry, and what is appealing about it. You can then advertise very effectively because you will know what is most important to your congregants and those you wish to attract. (See the shaded box on page 11 for all four components of marketing.)

Marketing Tip

When promoting an event, try **postcards**. People often hang on to postcards as reminders of events, and yours could find its way to the front of refrigerators all over your neighborhood. You can add color to a less expensive one-color print job by selecting colored card stock. Eye-catching neon colors or traditional colors can add punch to your message. Other ideas:

1. **Know your audience** - Given the advice in the article on this page, you have considered the needs in your community and come up with a program for meeting one of them. The more you can zoom in on the specific interests of your audience, the better. For instance, a neighborhood cleanup day would be best targeted to the homes in your neighborhood.
2. **Focus your message** - Write about one idea, such as participating in cleaning up the neighborhood. A postcard designed to advertise a neighborhood cleanup would not be the place to advertise the Sunday service at your church.
3. **Keep it clean** - In graphics, less is more. One good graphic will be more effective than several crowded into the same space.

Continued...

4. **Test it** - Ask someone not involved with the process to look at it and see if there is any missing information, or questions about what you're talking about.
5. **Make sure they can respond** - Ask your prospect to take action. In the example, that might be to help with the cleanup. Also include a phone number with a person's name for RSVP's. A phrase like, "call the church for details," is not nearly as personal or friendly.

The \$10,000 Questions

We are considering providing templates for advertising, postcard, poster and bulletin inserts for ministries. Our vision is to give you a generic ad to which you could add your name and address, with forms for different uses. Would you find this useful? In what ways would you use it? Do you have any other related needs? Your comments, as always, are invited and welcome.

Inflating the tires:

1. The "product", the service or program itself, must come first. What need do we wish to fill? What product or service can do that? If you don't start the marketing process by asking yourself this question, your program may not be successful.
2. The "price" is also significant. What do people have to give up in order to be part of your program? If they have to give up too much, this could impair the success of your program. (For example, giving up their Sunday morning may be too high a price, whereas a Wednesday evening may not be.)
3. The "place" where your program is available makes a difference. Does it provide a comfortable environment where new people are welcome? Is it accessible and easy to get to?
4. What will the "promotion" or advertising communicate about the product, price and place? People must know about what you offer, or they won't be able to participate.

These four must work together for the greatest forward movement.

Newcomers

Cont'd from page 3

And the survey questions usually generate other conversation in which the caller gets acquainted with the first timer and her/his needs.

Quite likely the basic reason minister or visitation assignee in a Unity ministry (or other ministry for that matter), doesn't more commonly perform the above behaviors is the personal discomfort of just calling or visiting to "see how you're doing."

The survey does two things: 1) it provides legitimate research which possibly/probably will change your church's greeting of new worshippers; and, 2) the survey provides an easy entrance into the possibly of an otherwise awkward conversation (bearing in mind that more than 50 percent of all religious professionals, Unity included, are introverts).

The telephone survey conveys an important message: "You are important

to us; we care what you think; we would like you to return to worship with us." As we are increasingly learning, much of fund-raising is "asking"; so is membership assimilation largely "asking."

Finally, the survey as an entrance to talking allows the first timer to ask about our church community—especially when we tell the first timer that in exchange for responding to my questions, you can ask me anything you like. People who are looking are likely to ask some really good questions. And we are likely to learn some really good answers to our questions.

Any person approaching any new social group which already exists, asks three basic questions which they rarely say aloud: 1) Can I get in? 2) Will I be accepted? and 3) Can I make an impact?

Help the first timer coming through the front door to hear, to see, and to experience "Yes!" to the three unspoken questions above and most will not ask where the back door is.

References:

Mosley, Glenn "Can I . . . Will I . . . Can I?"; *CONTACT*, August/September, 1993. (Includes other specific assimilation strategies.)

Mosley, Glenn "The Gift That Truly Keeps on Giving"; pamphlet *not* about fund raising, but about encouraging church members to invite others to church, published by the Association of Unity Churches. Revised 1989.

Oswald, Roy "How Do You Make Your Church More Inviting?"; *action information*, published by The Alban Institute, 4125 Nebraska Ave., N.W., Washington, D.C., 20016, January/February, 1992.

Simon, Henry "Visitors Can Feel Like VIPs When You Use the Phone"; *action information*, published by The Alban Institute, May/June, 1992.

join your minds and hearts with mine so that we take some minutes to let go, forgive, and get free to flow in God's love. As we get quiet, let us affirm: "I let go any thought, emotion, or resentment against myself; I let go. I let go any thought, emotion, or resentment against any peer or minister in the field; I let go any thought, emotion or resentment against any member of the staff of our Association or against our Association itself. I declare my freedom and healing. I know we are all one and together in love we look forward to getting to the promised land. This is my commitment."

Thank you, friends; we are ready. Let us go on transforming ourselves, transforming others, and enlightening our way. This is our mission.

In God's love,

Norma

Queridos amigos,

Existe un viejo relato que nos habla de un anciano que tenía la misión de encender las luces en una pequeña aldea. Cada noche se le podía ver gozoso y entusiasta mientras cumplía su tarea. La aldea tenía solo una larga y estrecha calle y su figura se perdía en la distancia. Sin embargo, todo el mundo sabía por donde él estaba porque tras su paso dejaba una estela de luces encendidas. El iluminaba el camino de aquellos que le seguían. Muchos años atrás, hubo otro hombre que por sus palabras de Verdad iluminó el camino de aquellos que le seguían. El hombre se pierde, en la distancia y el tiempo, pero sus palabras todavía iluminan el camino de muchos. "Yo soy la luz del mundo, tu eres la luz del mundo. . . Deja tu luz brillar de la luz de cada hombre."

Como ministros, maestros y estudiantes de la Verdad nosotros, al igual que los hombres antes mencionados tenemos una misión que cumplir. Como asociaciones

tenemos una misión que cumplir. ¿Cuál es nuestra misión? ¿Por qué formamos parte del plan de bien que Dios tiene para Su mundo? ¿Cuál es nuestro mensaje? ¿Cómo lo elevamos? Desde mi punto de vista nuestra misión es dar un paso adelante en la transformación de la conciencia de la raza. Es hacer que las personas piensen y sean renovadas por nuevas formas de pensar. Es crear conciencia de la necesidad que todos tenemos de cumplir la ley en todas sus formas: (1) Amándonos los unos a los otros (¿nos lo merecemos?); (2) no juzgándonos sino perdonándonos (¿nos atrevemos?); (3) caminando la milla extra (¿nos cansamos?); (4) y poniendo la otra mejilla (¿nos hieren?) para así manifestar el reino de felicidad que está para nosotros.

Para que esto ocurra, ¿qué debemos hacer? Tenemos diferentes opciones y alternativas. Podemos colocarnos en vanguardia y generar cambios, actuar reaccionando o simplemente actuar en forma pasiva. Si nos colocamos en vanguardia estaremos dirigiendo e iluminando el camino. Es posible que haya momentos o situaciones en que nos sintamos solos y parezca que desfallecemos. Entonces necesitaremos toda nuestra fortaleza y valor para seguir adelante haciendo lo que creemos y sentimos es nuestra misión: transformar. Si reaccionarios, estaremos esperando lo que otros hagan y entonces lo aceptaremos o rechazaremos. Si nos limitamos a ser pasivos, entonces estaremos en la vera del camino esperando que otros hagan y decidan por nosotros.

Yo se y siento que como asociación hemos decidido estar en vanguardia y generar la acción. Nuestra misión, visión y metas así lo establecen. Hemos decidido por ejemplo: que nos apoyaremos y serviremos unos a otros amándonos sin enjuiciarnos. Hemos decidido que continuaremos confiando en nosotros mismos, en los otros y en la humanidad. ¿Cómo lo lograremos? Jesús dijo: "Limpiad primero el interior del vaso para que también lo de afuera sea limpio." Tenemos un trabajo que hacer y éste debe empezar en y con cada uno de nosotros. Como estudiantes de la Verdad sabemos que es necesario

volver al Principio, al Origen. Sabemos que debemos soltar cualesquiera pensamiento, emoción sentimiento o acción que en alguna forma pudiese limitar nuestro bien y nuestra felicidad. Sabemos que hemos de perdonar para ser perdonados. Sabemos que debemos ser sanos para estas libres de tomar la acción necesaria hacia el logro de nuestras metas.


Demos pues los pasos necesarios. Primero, recordemos y creamos que Dios quiere que seamos sanos. Segundo, tengamos el valor y el coraje para ser sanos. Tercero, demos gracias por nuestra sanación y actuemos como seres sanos y transformados viendo en nosotros y en los otros a un perfecto hijo de Dios. Cuarto, tratémonos unos a otros como la criatura divina que somos. En esta manera estaremos transformando nuestras conciencias y la conciencia del mundo. Estaremos haciendo la diferencia y alcanzando nuestras metas.

Si, nosotros podemos hacer la diferencia. Empecemos pues y limpiemos nuestro vaso. Amigos y colegas, ¿desean unirse a mí en mente y corazón, en palabra y acción para soltar perdonar y fluir libremente en el amor divino? Mientras nos aquietamos, afirmemos: Yo suelto todo pensamiento, emoción o resentimiento en contra de mí mismo; Yo suelto todo pensamiento, emoción o resentimiento en contra de cualesquiera compañero ministro, maestro o estudiante de la Verdad; Yo suelto todo pensamiento, emoción o resentimiento en contra de cualesquiera empleado de nuestra asociación o contra la asociación misma. Yo declaro mi sanación y mi libertad. Yo se que todos somos uno y juntos y en amor podemos movernos a la tierra prometida.

Gracias amigos, ya estamos listos. Sigamos adelante transformándonos, transformando, e iluminando caminos. Es nuestra misión. Es nuestro compromiso.

*En amor,
Norma*

L N♥TES V E



Greetings music lovers!

I can feel an undercurrent of excitement bubbling up and around the Unity movement and its churches right now. Unity churches all over the world are reporting increased attendance, and at my church, First Church Unity in Nashville, the buckle of the Bible Belt and home to over 600 churches, our Unity church was voted the 3rd best place in Nashville to worship by the readers of a popular weekly newspaper! This is an achievement, no doubt attributable to the leadership of our minister, Jimmie Scott, but also at the forefront of our church's and truly any church's growth, is the music program. The Association of Unity Churches wisely acknowledges this fact with the inception of the Love Notes program now in its second year.

The purpose of the Love Notes program is to make available the best music with the best Unity messages to churches that would not normally have access to this music, and to package the songs so that they can be easily incorporated into the format of virtually any sized church. Churches who purchase the Love Notes package, either yearly or by the quarter, receive a cassette tape with six songs on one side and the instrumental tracks for the songs on the other. The package also includes three sets of sheet music per song for live performance.

The seven member Music Committee chaired this year by Eileen Douglas, Unity minister from Omaha, Nebraska, listened to hundreds of songs submitted by New Thought writers from all over the country to select the 24 songs, 6 songs per quarter for Love Notes. Lyrically these songs convey a Unity message and cover a broad range of commonly used topics and seasonal material. Included in Program 5 are your Thanksgiving and Christmas material. Program 6 has songs for new beginnings and love to be used in January and February, etc. There are songs for dedications, meditation, personal growth, homecomings, and Unity-oriented messages for memorial services and weddings in Programs 7 and 8.

Musically, we wanted to include a variety of tempos and styles to suit practically every taste. This includes songs for classical soloists, easily listening pop songs and ballads, music with a gospel flavor, even Country and Folk styles

for easy guitar/vocal performance. We made sure there was at least one song per quarter suitable for choir and at least one song appropriate for congregational singing.

Love Notes is not just a great bunch of songs. It has the potential to unify our churches nationwide with common music and messages in much the same way hymnals unify other denominations. Regardless of the size of your church or the configuration of your music program, Love Notes has something for you. I would encourage you to consider purchasing at least two quarters of Love Notes this year to get a good cross section of what the package includes, and most of all, to supply us with your comments and feedback on how it worked for you. These can be sent to Marsha Penrose at the Association of Unity Churches. The committee reviews these comments each year and takes them into consideration when selecting the material.

Blessings

Richard Mekdeci

Music Committee Member

Love Notes Song & Artist Profile Program #6

THE CARPENTER by Tomo

A haunting tune in a minor key that develops the faith of "Thy will be done" through an analogy of a piece of wood in the carpenter's hand. Instrumental intro could be used as background to spoken lead in or tape could be cued to start at lyric portion to fit your needs. A great song for the week prior to Easter!

JESUS IS NOT HERE by Noah Karrasch

A moving tale of that first Easter morning and the positive message that applies to us today! Very appropriate for Easter Sunday. For medium range solo voice or choral arrangement.

TRANSFORMED by Lucille Olson

A song about the process of healing, change and growth that results in transformation for use in healing services, or with lessons of similar topics. Medium range vocal solo or choral arrangement available.

LOVE IS REAL by Greg Tamblyn

A touching Christ-love message that would be excellent for memorial services, Valentines Day or Sunday services. Male medium/high voice arrangement.

OUR DREAM by Lucille Olson

A stirring song of brotherhood appropriate for World Day of Prayer, Martin Luther King Day, or Memorial Day or Sunday services. For solo or choral arrangement.

YOU CAN'T WALK WITHOUT A SHADOW by Leslie Lembo

Here is a hot finger snappin', foot stompin' Gospel rendition with a message offering a positive approach to handling challenges in life. Medium female voice.

"Drinking has always been such an accepted part of human behavior that we all identify with the term 'drinking.' "



GOING TO THE M.A.T.

Presented by the M.A.T. Team

The M.A.T. Team's purpose is to provide support to the regional representative in areas of addiction; to provide education, evaluation, and counsel concerning addictive patterns to field ministers, ministries, and families.

The journey through addiction is like Jacob's wrestling with an angel and "going to the mat." The process of recovery begins with a surrender and brings us back to our feet.

This article is shared by team member Joseph Sloan from Christ Church Unity, Kansas City, Missouri.

Social Drinking

A popular course of study states that there is no such thing as a casual thought. Every thought is meaningful. So I would say likewise, there is no such thing as a casual drink. We drink with specific purpose. We drink alone and for ourselves, regardless of the people about us. We drink to change the way we feel. We drink because we hope it will make us feel better—to alter the way we have been feeling. Is that good or bad? Yes!

Drinking has always been such an accepted part of human behavior that we all identify with the term "drinking." We don't have to specify by saying, drinking alcohol. It would not be cool to ask someone to stop in a club/lounge/bar for "a drink of alcohol." Alcohol is a drug. It is not cool to say, "Let's go drink some drugs." Who wants to go to an "alcohol party" or an "alcohol lounge"? Or how about a "drug party" or a "drug lounge"? What do you think, all you Truth students? Shall we call it like it is? Probably not.

Now, before I lose most of my social drinking audience, I might say that there is no harm in having a little "drink" now and then. I might say that, but I won't. I don't know who among you is being harmed by that little drink—that little drug. Do you know? You need to know. You always need to know the truth.

Charles Fillmore, in *Mysteries of Genesis* talks about Noah's experience with the fermented juice of the grape. "Noah," he said, "became 'uncovered' or naked (lost his garment of Truth) because

he mixed sense (artificial) stimulants with the new wine of life, Spirit" (p 88).

Are you being harmed by the use of these artificial stimulants we carelessly call "drink"? It is sometimes very hard to keep score. I spent twenty years in the military as a professional social drinker. I was several times a general's aide, protocol officer and I managed an officers club. After retirement, I managed two country clubs. Never, during any of that time did anyone ever suggest that I drank too much—with the notable exception of two ex-wives. Nine years ago, to the surprise of 95 percent of my friends, I declared myself to be an alcoholic and ended my social drinking. Since then I've been gradually developing a taste for the new wine of life.

Am I saying you're an alcoholic because you drink "socially"? No, I'm not, and I don't want to spoil your picnic or party. Still, you don't have to be an alcoholic to harm yourself and others by using artificial stimulants. How many people are killed on the roads due to social drinking? How much time and love is lost by the careless use of drugs? How much life is lost? When we give our attention to the artificial, we lose sight of truth and love. Love and attention are intimate partners. They need to be free of artificial stimulants.

Why do we drink alcohol at all? Most say it helps them to relax. Some say that it makes them happier and more creative. What could be better than happiness and creativity? True happiness and creativity. The kind that won't go away, or end in a headache.

We drink because we think that we are incomplete the way we are. We were made in God's image and likeness. When did we become incomplete? Or is it that we forgot who we are, and started looking for it, as the song says: "in all the wrong places"? Now wait a minute. Didn't Paul, the great teacher and follower of Jesus tell Timothy "take a little wine for his stomach's sake"? Charles Fillmore says that when Paul said that "...we know that he was not inspired by the Spirit of wisdom." In speaking of the importance of allowing Spirit to inspire us, Fillmore says this: "a

very little observation shows that the purer the mind the greater its capacity to receive and interpret the ideas imparted to it by the Spirit. It does not require a doctor's diagnosis to prove that alcohol confuses the mind and injures the body" (ASP p 20-21).

Have you ever noticed where the grocery stores display the alcohol? It is usually next to the soda pop, potato chips, popcorn and other friendly family party fare. In one case (probably an accident) have I seen alcohol placed where it belongs—next to the drug department. A good place would be next to the cough syrup—which is generally 40 percent alcohol. Some people give up drinking and develop a terrible cough.

You know, as I review this article, I must admit that I haven't cut the social drinkers much slack. I guess that's OK though—I bet you can find someone who will. This article probably doesn't pertain to you anyhow, but you may want to cut it out and give it to someone you know who really needs it. Thanks, and God bless you. May the Spirit of truth go with you.

Interim

Cont'd from page 5

new permanent minister. Interim ministers are not involved in the selection of a new leader; they are there to guide the church in every other way to complete the Interim process. I usually wait until the new minister is in place before I leave, but sometimes situations do not allow the church to retain two ministers.

Q. What about using a Conflict Management Team?

A. Considerable focus has been given to our new Conflict Management program. Many churches ask if this will be the magic formula to solve church issues. I believe many churches can move on with the business of serving after Conflict Management, but there will still be churches

who will need the services of a trained and devoted Interim Minister. Conflict Management will ask churches to use the interim process when the outcome is questionable.

Q. Why does it take up to a year for an Interim?

A. I have served in four long-term Interim assignments. I saw very little change in "consciousness" or acceptance for change, for at least nine months. I establish a weekly prayer ministry to devote time to prayer each week. The purpose of the group was literally to pray us to prosperity, healing, and harmony. Often very entrenched issues are only addressed in awareness, but it is the board and congregation who are empowered to decide their future. I feel that time in discovery, addressing and honoring issues is also a healer. In effect it is a time of allowing endings and beginnings.

Q. Change?

A. Accepting change as growing, not threatening. Interim offers churches a cooling-off period to create new direction. There are many churches who have had good experiences during Interim, and we invite boards to seek references from these churches. We can never guarantee an Interim Ministry Specialist will be available, but we do know that this program must continue for churches who need more than Conflict Management help.

Q. What is the focus during the Interim process?

A. My focus in Interim is to create a prayer consciousness that will heal and prosper. Also a time for bringing together a spiritual community that can and will work together to support the congregation, board, and new minister. I know church systems are as diverse as the people who attend, and every place I have served is unique and wonderful. I feel I am the most fortunate of ministers, because I have people I love all over our country.

Q. Where is information available about the Interim Ministry?

A. Interim information is available through Joann Landreth, and she will direct you to one of our experienced and trained Interim Ministry Specialists, who can share and give you firsthand information.

I also would be willing to explain Interim Ministry to anyone who may have questions or concerns. I can be reached through the Association of Unity Churches.

Thank you, Harriet. If your church is in serious conflict, has lost a minister through retirement or possibly death, has the need for an Interim Ministry Specialist for any other reason, please feel free to call me. I personally have had the Interim Ministry training and have worked with boards of churches who have employed Interim Ministry Specialists and been revitalized to new growth, new success, and new prosperity. Boards have shared with me how much value and good was accomplished through the process of working with an Interim. At the present time, the Association has three trained Interims, they are Harriet Valliere, Alfreda St. Tours, and Nicholas Griffin. Our hearts overflow with love and appreciation to our Interim Ministry Specialists for the unique gift they share.

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Special Notice:

All bylaws changes (as received by mail) were approved unanimously by the Conference Body during the June business meetings, including proposed title changes for Association leadership.

The Board of Trustees leadership title changes are as follows:

President becomes **Chair of the Board**; 1st Vice President becomes **1st Vice Chair**; 2nd Vice President becomes **2nd Vice Chair**.

The home office leadership title changes are as follows:

Executive Director becomes **President and CEO**; Associate Director/Director of Institutional Advancement becomes **Vice President of Organizational Services**; Associate Director/Director of Placement/Expansion becomes **Vice President of Placement/Expansion**; Associate Director/Comptroller becomes **Vice President of Finance**; Director of Development becomes **Vice President of Development**; Associate Director/Director of Education becomes **Vice President of Education**. The President and Vice Presidents comprise the Management Team.

Association of Unity Churches: FINANCIAL STATEMENT



As of December April 30, 1996:
General Fund:

	<u>April</u>	<u>Year to Date Actual</u>
INCOME		
Love Offerings	\$79,042.67	\$627,534.86
Other Income	<u>15,624.41</u>	<u>41,172.42</u>
	94,667.08	668,707.28
Less: Tithe to Expansion	(7,719.84)	(62,170.93)
Add: Others Transfer	<u>(3,613.44)</u>	<u>1,294.77</u>
	<u>83,333.80</u>	<u>607,831.12</u>
Gross Profit Material	<u>21,179.44</u>	<u>78,193.33</u>
TOTAL INCOME	\$104,513.24	\$686,024.45
EXPENSE	\$103,403.57	\$653,964.03
INCOME OVER (UNDER) EXPENSE:	\$ 1,109.67	\$ 32,060.42

Unity School Contribution: November, 1995: \$12,040.95 Year to Date: \$101,573.84

This is a nonledger item income, representing publication, supplies discounts, etc.

Development Fund (Building Campaign/STARlight/Living Curriculum):

Income	<u>April</u>	<u>Year to Date (Actual)</u>
Love Offerings—Living Curriculum	\$ 6,940.82	\$ 62,488.15
Love Offerings—STARlight	2,530.78	26,659.94
Love Offerings—Other	596.52	4,831.88
Other Income	<u>684.47</u>	<u>6,505.48</u>
Campaign Income Total:	<u>\$10,752.59</u>	<u>\$100,485.45</u>
Grant Income—Templeton Foundation	<u>0.00</u>	<u>65,000.00</u>
Gross Income	<u>\$10,752.59</u>	<u>\$165,485.45</u>
Less: Transfer To Other Funds		
To Curriculum Fund	(5,205.62)	(46,866.12)
To Int'l Ministry	(632.70)	(7,140.50)
To General Fund	(1,265.40)	(14,281.00)
To Building Fund	(447.39)	(3,623.42)
Total Transfer Out	<u>(7,551.11)</u>	<u>(71,911.04)</u>
Add: Transfer from Other Funds		
From Contributing Friends	4,878.84	9,444.23
From General Fund		3,542.00
Total Transfer	<u>4,878.84</u>	<u>12,986.23</u>
Net Income Available	\$ 8,080.32	\$106,560.64
Expense from Grant Income	0.00	\$65,000.00
Expense from Love Offerings	\$ 16,840.88	\$ 25,047.34
Total Operating Expense	\$ 16,840.88	\$ 90,047.34
INCOME OVER (UNDER) EXPENSE:	\$ (8,760.56)	\$ 16,513.30

**"Thank you
for your contri-
bution. We see
the door opening
for limitless
outpouring of
the abundance of
Spirit into your
life and into
your ministry."**



"Unity was founded on an attitude open to lifelong learning. . . And responsibility for learning was placed on each individual, not on the minister or teacher alone."

From the education department...

by Anna Andes, Curriculum Coordinator

Do you like word games? What is the difference between:

to educate. . .

to teach. . .

to facilitate. . .

to train. . .

to present a lesson. . .

to preach?

Which process is done by one person to someone else? Which process includes active participation by all? Which process did Jesus use? Which process does Unity use with children, with adults? Which process do you prefer?

So many questions you say. What's the point? Unity was founded on an attitude open to lifelong learning. And responsibility for learning was placed on each individual, not on the minister or teacher alone. This philosophy toward teaching and learning continues strongly today in Unity. The ministerial program is now based on the adult education model of teaching, community and transformation. Educators have examined how children supposedly learn compared to adults. Findings indicate that adults learners

- are more self-directing
- have a growing reservoir of experience that becomes a resource for learning
- have an eagerness to learn
- want to immediately apply what they have learned.

I say supposedly because I see that children under five or six have three of those four characteristics. Just watch a three-year-old. Self-directed? Indeed, they can always find something to do. If they are outdoors with no toys, a stick will do nicely as a magic wand or a threatening instrument. Eager to learn? "Let me do it" is a common comment after observing anything an adult does. How long until they imitate what they

have seen? I am reminded of Jenni watching her grandpa spade the garden. She watched and watched, then carefully positioned her little shovel in the ground, put one foot on the base of the shovel and picked up the other foot to put it on the shovel. Immediately the shovel plopped to the ground with Jenni close behind. She had missed observing the step about balancing while holding the handle. But, without suggestions from anyone, she observed her grandpa for a few more minutes and then tried again. This time she did it!

Many of our older children, on the other hand, have lost the eagerness to learn due to many factors. So often public and parent education has lacked the direct and immediate application of what is learned to the young person's daily life. As we work with our Unity congregations, adults and children alike, we need to constantly remind ourselves of these characteristics of adult learners (and of children). Are we doing something to them or with them? Only one variable is different: the reservoir of experience.

Now, back to the word game using Webster as

Continued. . .

WANTED:

- Ideas and activities for Year of Family
- Ways the church can support developing spiritual family
- Resource and people suggestions for curriculum
- Expression of needs of your church

All these and more are needed for Year of Family curriculum. Send all contributions by August 30, to Anna Andes, Curriculum Coordinator, by letter, FAX, or e-mail. Be sure to include your name, address, and phone number as well as your church. Questions? Call Anna at 816-524-7414, ext. 338. Thank you! Thank you!

the authority. To educate is to instruct and train especially in a way to develop the mental, moral and physical powers. To teach is to give instruction. To facilitate is to make easy or easier. To train is to make one efficient in some activity by instruction and repeated practice. To present a lesson is to bring to the notice of someone especially during a given time period. To preach is to deliver a religious address publicly, especially to expound the gospel.

If you and I could become hummingbirds and whiz from one Unity Sunday school program to another, we would see many classroom structures and many styles of teaching. We would see some children being taught, some being presented a lesson, and some classes facilitated. Hopefully, none would be caught in training the children nor preaching at them.

How did Jesus teach? That answer is easy: He taught by parable and by example. Well, that is what we read in the Bible. Did He train people or preach to them? I don't think so. Did He facilitate their learning? That one is much harder to answer. Is there evidence that He made the learning easier? Perhaps for some. . . others never got "it."

What is the Unity way for learning? Not preaching and not training, but rather a style much like that of the adult learner. Learning truth principles is primarily self-directed, with opportunity for immediate application. This creates an eagerness to learn on the part of the learner. The newer curriculum resources published by Unity for **A Living Curriculum** are based on this philosophy.

Many of us, however, learned to learn by memorization and by being told what to do. We tend to think this is the best way for children today as well. If you are one who thinks this way, I'd like to request that you consider making a paradigm shift. Individuals have different styles of learning. Some of us learn by listening, some by seeing, some by participating. The best learning is through a combination of all these. As we honor the unique individuality of each person who comes to a Unity center, we need to honor the variety of learning styles and modalities, likewise.

This diversity of learning styles complicates the preparation of church educators. Most were educated through memorization and being told the answers. This is the style most familiar to them. Helping them become transformed into a facilitator requires time. The newer curriculum resources published by the Association of Unity Churches look different because they offer choices to teacher/facilitators. They are not as simple to follow as the older style of "first do this, then do this, and end with that."

More time is needed to effectively use the curriculum resources. These need to be ordered early. Planning with others well before Saturday night is strongly encouraged. August "preparation" workshops among teachers generate enthusiasm and confidence as the fall program begins. Invite your congregation to recycle items and consider creating wish lists for them to volunteer to contribute on an ongoing basis. Involve them in small ways in assisting with helping children to want to continue to learn. The best learner is the one most involved.

Resources published for A Living Curriculum continue to increase

All four parts (48 lessons) of *Teens on the Quest* will be available by mid-July. YOU Sponsors attending YOU Conference will have two workshops to experience and plan Sunday morning sessions using *Teens on the Quest*. Later this fall, a training video for *Teens on the Quest* will be available. A handbook for developing and/or strengthening our Uniteen program is being written now, as well.

A new curriculum piece for children between 5 and 14 is *Learning About Myself Through The Old Testament*, written by Jan Chase, licensed Unity teacher and youth education director at Christ-Love Unity in Omaha, Nebraska, and Linda Martella-Whitsett, former youth education director at Unity Church of Omaha and current YOU sponsor.

A second new piece is *The Metaphysics of Wonderland* by Suzanne Cameron-Stover. These twelve lessons are based on comparing Alice's journey with the hero's

journey and with Joseph's journey in Genesis.

Additional curriculum resource needs continue to be identified. You and your congregation can participate in strengthening these. We are requesting resources for Year of Family. Details are explained on page 22. The most dynamic curriculum is the result of input from many. You can impact curriculum resources by letting us hear from you.

You can participate in another way as well. Monetary contributions to **A Living Curriculum** are always welcome. Now is an especially good time to contribute as the Templeton Foundation has offered to match funds up to \$150,000 over the next year for **A Living Curriculum**. Gifts from individuals and churches will go twice as far in financing the development and publication of curriculum thanks to Sir John Templeton. These should be mailed to Shay St. John, Vice President of Development at the Association and should be designated for **A Living Curriculum**. Your suggestions, idea contributions, financial contributions, and prayers are all greatly appreciated as together we help raise our children of God.

Now Available

Teens on the Quest: Part 2
#6777 \$29.95

Teens on the Quest: Part 3
#6782 \$29.95

Metaphysics of Wonderland
#1749 \$13.50

Learning About Myself Through the Old Testament
#1757 \$30.00

To order call Susan Velasquez at the Association of Unity Churches (816-524-7414, ext. 324).

**"SDS,
sponsored by the
Association of
Unity Churches
is the final
requirement
necessary to
become a li-
censed teacher."**



LICENSED TEACHER NEWS

Dorothy Genske • Licensed Teacher Coordinator

Skills Demonstration Seminar

What is SDS? I am often asked this by licensed Unity teacher candidates.

SDS is the Skills Demonstration Seminar sponsored by our Association of Unity Churches and is the final requirement necessary to become a licensed Unity teacher. It is held three times a year: Spring, Summer, and Fall—following Unity School for Religious Studies Week C.

Under the guidelines of our Association there is a process that needs to be followed in order for candidates to be invited to SDS and to become licensed. It is as follows:

1. Complete the Basic and Advanced Program of study from Unity School for Religious Studies Continuing Education Program (CEP). This course of study presently consists of 150 credit hours of classwork for the Personal Development program, and 30 credit hours for the Leadership program. These classes can be taken in the field at local ministries, or at Unity Village.
2. Teach 24 adult education classroom hours in a Unity ministry using the blue list (dated 3/95) of acceptable books recommended by our Association's education office.
3. Complete an SDS application and send to the Licensed Unity Teacher Coordinator.
4. Upon receipt of candidate's SDS application, recommendation forms are mailed to the candidate's recommending minister by the Licensed Unity Teacher Coordinator.
5. Complete/mail the autobiographical sketch/photo to LUT Coordinator.
6. Answer LUT questionnaire, discuss answers with recommending minister, and mail a copy to the LUT Coordinator.

7. Take and pass a general written examination given by our Association of Unity Churches the Saturday of Week C, which is just before the candidate attends SDS.

8. Successfully complete a Skills Demonstration Seminar, and is recommended to be licensed to the Association's Board of Trustees.

When candidates are interested in becoming a licensed Unity teacher, the first thing they do is to discuss this with their recommending minister, and decide what classes they will be teaching for their 24 hours of credit.

The second thing is to be sure that they have met all of Unity School's graduation requirements by contacting Unity School's registrar.

The third thing is to contact the Licensed Unity Teacher Coordinator at our Association of Unity Churches in order to obtain a packet of information.

Only when the candidates have followed the above requirements may they be invited to attend SDS. When invited they will receive a topic and have a time frame of 15 minutes to present a five minute guided meditation and a ten minute mini-class. They will also be part of a panel answering questions that are most often asked by people new to Unity.

During this time candidates will have the opportunity to demonstrate their style of teaching, and will be evaluated on their personal appearance, communication skills, Unity orientation, attitude, meditation, and panel skills. Their evaluators are their former CEP instructors, and our Association ministers and LUT Coordinator.

Since there is such a large number of candidates wishing to become licensed under the old program, interested licensed teacher candidates have until **December 31, 1996**, to complete the above requirements.

Please. . . Help Us Make A Difference Survey

We want to make *CONTACT* a true vehicle of service to ministries. Your opinion is invaluable in telling us how to accomplish this. Please take a moment to share your thoughts about *CONTACT* with us, and return this survey by July 31, 1996. We will work to make this publication as useful as possible, with your help.

1. Please rate *CONTACT* on the following:

	Low																		High
Easy to read	1		2		3		4		5										5
My overall interest level	1		2		3		4		5										5
Quality of writing	1		2		3		4		5										5
Friendliness	1		2		3		4		5										5
Usefulness	1		2		3		4		5										5
Relevance to my ministry	1		2		3		4		5										5
Timeliness	1		2		3		4		5										5
Consistency from one issue to the next	1		2		3		4		5										5

2. Please check the types of information you think *should* be covered in *CONTACT*:

- ☐ News of Association happenings and progress
- ☐ How-to tips on administration of ministry
- ☐ Updates on Association products and services
- ☐ Stories about specific ministries
- ☐ Stories about Association staff
- ☐ Stories about Association volunteers
- ☐ Stories on regional Association activity
- ☐ Stories about ministerial students
- ☐ Personal help for ministers juggling the demands of the job
- ☐ Letters from readers
- ☐ Other _____

3. If you could improve *CONTACT*, what would you do? Check the three most important:

- ☐ Fewer departments per issue
- ☐ Publish more often
- ☐ Publish less often
- ☐ Shorter articles and stories
- ☐ More articles from ministries
- ☐ More articles from volunteers (board members, committee members)
- ☐ Punch three holes in it for storage in notebooks
- ☐ More photos
- ☐ More clip art
- ☐ Other _____

4. About how many people, *including yourself*, read your copy of *CONTACT*? _____

5. Please check the item(s) that best describe you:

- | | |
|---|---|
| <input type="checkbox"/> Minister | <input type="checkbox"/> Licensed teacher |
| <input type="checkbox"/> Spiritual leader | <input type="checkbox"/> Music minister or director |
| <input type="checkbox"/> Church board member | <input type="checkbox"/> Education director |
| <input type="checkbox"/> Administrative assistant | <input type="checkbox"/> Volunteer |
| <input type="checkbox"/> Other: _____ | |

6. Please check the item(s) that best describes your involvement with the Association:

- | | |
|---|---|
| <input type="checkbox"/> Association board member (current) | <input type="checkbox"/> Association Committee member (current) |
| <input type="checkbox"/> Former Association Board or Committee member | <input type="checkbox"/> Have attended a regional conference(s) |
| <input type="checkbox"/> Have attended a national conference(s) | <input type="checkbox"/> Current or former regional officer |
| <input type="checkbox"/> Other: _____ | |

7. Do you have any additional comments about improving *CONTACT*? _____

Thank you and bless you!

Please photocopy for additional readers.

— — — — Trifold, tape or staple, and return — — — —

Association of Unity Churches
PO Box 610
Lee's Summit, MO 64063

Marketing Department
Association of Unity Churches
PO Box 610
Lee's Summit, MO 64063

ASSOCIATION OF UNITY CHURCHES PHONE DIRECTORY

(816) 524-7414

During Working Hours (Monday - Friday):

A "live" receptionist's voice will greet you to direct your call when the regular number (816) 524-7414 is dialed. One line only (816) 524-7750 is on the automated system during the day and may be used to reach an extension without going through the receptionist.

Association Staff Extension Numbers and e-mail address

Andes, Anna	cur@unity.org	338
Bae, Young	comp@unity.org	322
Genske, Dorothy	lrc@unity.org	346
Harbin, Linda	radiomd@unity.org	345
Hopper, Shirley		359
Jensen, Jean	recdn@unity.org	321
Kirby, Bets	exast@unity.org	352
Landreth, Joann	dpe@unity.org	337
Larkin, Cherie	you@unity.org	327
Lee, Ron		328
Moore, Myra	actri@unity.org	323
Mosley, Bud	psm@unity.org	342
Mosley, Glenn	ceo@unity.org	352
Mosley, Martha	dia@unity.org	335
Park, Tina	dev@unity.org	354
Penrose, Marsha	ssa@unity.org	330
Pollard, Melanie	mktast@unity.org	356
Ratliff-Ball, Debbie	csc@unity.org	329
St. John, Shay	drdev@unity.org	349
Schreen, Nira	actop@unity.org	331
Sears, Al	astdev@unity.org	350
Smith, Jody	pleast@unity.org	336
Southern, C.J.	edast@unity.org	332
Thompson, Cassie	expast@unity.org	351
Thorpe, Tom	thorpe@gvi.net	*
Velasquez, Susan	actop@unity.org	324
Vestal, Cheryl	graph@unity.org	326
Waitley, Connie		320
Williams, Jennifer	rmast@unity.org	345
Willoughby, Linda	admast@unity.org	341
Wittman, Lisa	dom@unity.org	357

*Tom Thorpe may be reached by dialing (816) 251-3535;
or Unity School 524-3550, extension 3535.

After Hours, Saturday, and Sunday:

The automated system is in place. Persons may call and leave a message on the receptionist's mail box. A touch phone is required to go to a specific extension number to leave a message.

Organizational Structure/Functions/Ext. Numbers

Accounting		
Vice President of Finance--Young Bae		324
Accounts Payable--Susan Velasquez		323
Billing Information/Insurance Questions--Myra Moore		331
Accounting Assistant--Nira Schreen		324 or 331
Orders - Regular (placing & shipments)		
(Orders - Personalized--see Institutional Relations listing)		
Pension Information		322 or 324
Production & Shipping		
Manager--Bud Mosley		
Assistant--Ron Lee		
Development/Fund Raising		
Vice President of Development--Shay St. John		
Development Office Assistants--Tina Park & Al Sears		
Development Office		355
Education		
Vice President of Education--		
Chairperson/Ministerial Studies--Tom Thorpe (see *at bottom left)		332
Assistant in Education--C. J. Southern		344
Prenatal & Children's Coordinator--		327
Teen/Young Adults Coordinator--Cherie Larkin		346
Licensed Teacher Coordinator--Dorothy Genske		338
Curriculum Coordinator--Anna Andes		332
All other questions		
Executive Office		
President--Glenn Mosley		352
Executive Assistant--Bets Kirby		359
Secretarial Assistant--Shirley Hopper		
Institutional Relations		
Vice President of Organizational Services--Martha Mosley		335
Bylaws		341
Administrative Assistant--Linda Willoughby		
Conference/Convention/Support Services Coordinator--		
Debbie Ratliff-Ball		329
Conference/Convention/Support Services Assistant--Marsha Penrose		330
Radio/Media Coordinator--Linda Harbin		343
Radio/Media Assistant--Jennifer Williams		345
Receptionist/Accounting Support--Connie Waitley		320
Building Receptionist--Jean Jensen		321
Marketing & Public Relations		
Director of Marketing & Public Relations--Lisa Wittman		
Marketing & Public Relations Assistant--Melanie Pollard		356
Ministry Services		
Vice President of Placement/Expansion--Joann Landreth		326
Address Information/CONTACT--Cheryl Vestal (Computer Graphics)		351
Expansion Assistant--Cassie Thompson		336
Placement Assistant--Jody Smith		

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DATES TO REMEMBER

Important Dates for 1996

Skills Demonstration Seminar	July 27-Aug. 2
Youth of Unity Conference	July 29-Aug. 4
Executive Committee Meetings	Sept. 5-11
Skills Demonstration Seminar	Nov. 9-15

1996 Regional Conferences

Great Lakes	Sept. 22-26	Pokagon State Park - Angola, IN
West Central	Oct. 2-4	Asilomar - Pacific Grove, CA
Eastern	Oct. 6-10	Hamilton, Ontario, Canada
South Central	Oct. 14-18	Unity Village, MO
Southeastern	Oct. 7-11	Jekyll Island, GA

ASSOCIATION OF UNITY CHURCHES
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(816) 524-7414

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Please complete and return
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Association of Unity Churches
401 SW Oldham Parkway, Suite 210
Lee's Summit, MO 64081

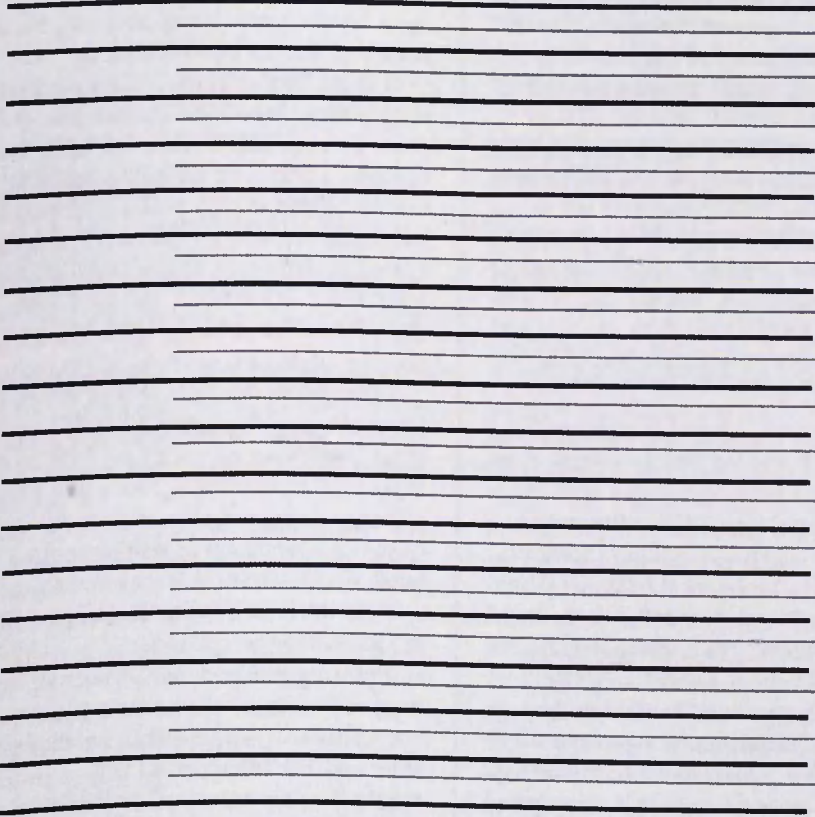
REV. CAROLYN E. STEWART
100 SW HILLCREST LANE
LEE'S SUMMIT MO 64063

Published by the Association of Unity Churches



Contact

Vol. 30, Issue 5 October/November, 1996



Letter from the Chair



Norma Iris Rosado • Asociacion Unity • Santurce, Puerto Rico

"Let's go back to our basics, to our fundamental teachings, the ones that Jesus taught. Let's put them into action everywhere."

(Article in English and Spanish)

Dear friends and colleagues,

Man is continually growing and developing his inner nature. In such a process he may ask different questions. Most of those questions have been transcendental to mankind and may or may not have had a specific answer.

One of the questions that has come to my mind in the last few weeks has been: "Whom do I serve?" Trying to answer the question has helped to delineate myself in my actual position as chair of our board of trustees.

Whom do I serve? Joshua says to the people of Israel, "Decide you today to whom you will be serving because as far as I am concerned my house and I we will be serving Jehovah." Emilie Cady, in her book, *Lessons in Truth*, states: "All suffering comes to man because he has the sense that he serves to the carnal."

Whom do I serve? Do I serve to the carnal or do I serve God?

By watching myself, I have discovered that I have been serving both God and the carnal. Even as minister of God I have been doing both. Even though I have always thought about myself as a committed and devoted minister, I have been serving both. Would it be the same about you? Would it be the same about our Association; about the whole Unity movement? Yes, I think it could have been true for all of us.

Let's see... do we sometimes think that we should be recognized for our doings? Yes. Have we ever thought that we deserve a position more than any other? Yes. Have we heard the cry and murmur of the world more than we have heard God's voice? Yes. Have we regretted doing something because we later discovered that that was not the right thing to do? Yes. We all can answer "yes" to any one of these questions.

In that sense, all of us—our Association and our Unity movement—have been serving both Jehovah and mammon. Do we want to change this fact? Do we want to change our route and turn it

into a true spiritual one where we work only for the service of God? Do we want to become ministers of God or do we want to continue the way we are, serving our egos and serving the world?

Whom have I been serving? Whom do I want to serve? I, myself, have been serving both Jehovah and the world. Today I feel a real urgency to serve only God. I don't want to have my house divided anymore. I want to be the one who answers, "Yes, yes, Father, Thy will and not mine be done. Nothing will disturb my peace because You are my peace. To You I surrender."

It could happen that even when we pronounce these words there is still fear within. If this happens, we shall begin again. The truth that God is our only source will prevail. At the end, we will see the light. Let's go back to our basics, to our fundamental teachings, the ones that Jesus taught. Let's put them into action everywhere—in our homes, in our offices, on the streets, in our churches, in our Association, in the world. Let us become models to ourselves and to the universe.

I remember one little spot in which I know I became a model because I listened to my inner voice. It was during one of my trips to the meetings at our headquarters. While going back to the airport, I entered a gas station to fill up the tank of the car. While I was waiting in the line, I noticed that the driver in front left the car and went into the little store to pay for the gas. He entered the place and time passed.

In the meantime, I was wondering wouldn't it be possible for all of us in line to park the car in one spot after filling the tank and then go into the store and pay. That would help us to accelerate the process. My answer was "yes." While the man was in the shop I looked around and found out where the gas tank of my car was. I also greeted the lady behind in line and we exchanged some words. Maybe ten or fifteen minutes later the driver came back with a bag filled with I don't know what, turned on the car, and left.

When my turn came I put in the gas, moved and parked the car at one spot, paid for the gas,

See *LETTER* on page 25, col. 1

Volume 30, Issue 5
October/November, 1996

CONTACT STAFF:

Editor-in-Chief - Glenn Mosley
Supervising Editor - Joann Landreth
Managing Editor - Cheryl Vestal

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.

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

PRESIDENT'S LETTER

Glenn R. Mosley • President



1996 Convention

From June Conference 1958 through June Convention 1996 (39 conferences/conventions), I have missed only the 1959 Conference. I have been involved and active in all of the other 38. This convention marked the 30th anniversary of our Association of Unity Churches and the 100th anniversary of the field movement.

Every convention/conference is dubbed "the best ever" by a few people who attend, perhaps because it's the most easily remembered. This year it was different.

The June Convention of 1996 was and continues to be called "the best ever" by at least 99.9 percent of the attendees. Those saying it once have repeated the message frequently.

"Fan" mail for a convention is common; but six weeks later, we are still receiving lots of it daily.

Much of the congratulatory comments rightfully belong to Debbie Ball, her staff, both paid and volunteer, and the Program Committee; they planned well and execution of the plans went well.

The workshop leaders did their parts well.

All other committees, our Association board, and our entire staff went above and beyond the required to assist in every way to create "the best ever" convention.

We had 1672 "cruisers" of Unity people and affinity groups. We had approximately 1200 Unity delegates, with the average number of Unity ministers of about 200.

The foregoing provides statistics, which are indications of the visible, tangible, measurable facts about conventions.

The following, perhaps the most important experiences of this year's convention were invisible, intangible, and immeasurable. For this reason, they are hard to describe. There is an Italian phrase which fits, *traduro e tra-deve*; "to translate is to betray." Nevertheless, I shall try.

The spirit of "unity in Unity" permeated all the activities and the atmosphere, and especially all the people attending. Caring about and nurturing one another in our "failures" and our "victories" was expressed more openly, honestly, and earnestly than I have ever seen or felt.

As I write, the air is full of the Atlanta Olympics pipe bomb explosion; it happened last night. We pray for the victims, their families, the athletes, the spirit of the Olympic games, and for the perpetrators of the crime(s). Here is a much-needed "missionary" work.

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, so has the "missionary" boundary. Once again, it's just outside your and my door. With this continuing shift of ground and its rules comes enormous pressure on clergy and laity to learn new behaviors. It isn't necessary to take religion to other parts of the world to reach those who have no religion for we have learned that there are no communities without religion of some kind.

While unrest permeates the world's population, most people are not subjected to a "hot" war on a daily basis. Even without outright riots or warfare, the environment immediately around us requires our best "missionary" tools and skills, whether clergy or laity.

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 reread 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 themselves around the crags and crevices of the consciousness of humankind. This is as exciting as a bowl of cold oatmeal.

Activist churches by contradistinction, like trying to herd cats, distribute teams 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. Both fail. The corporate church, that is, people worshipping together, is extremely important.

See *NEWCOMERS* on page 11, col. 1

"The June Convention of 1996 was and continues to be called 'the best ever' by at least 99.9 percent of the attendees."



Shay St. John • Vice President of Development

“You make the difference in the quality of our services through your tithes and love offerings.”

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 rejection.”

How well we all understand this! As a Unity minister for almost 20 years, I carefully avoided “asking” for money, this most necessary tool to successfully fuel the dreams of our ministries.

I accepted the Unity “myth” that the Fillmores never asked for money. They looked only to God as their source. In so doing, they relied solely on love offerings.

Research has proven this idea to be a myth. Our founders sold bonds and bricks, had a mortgage, held off closing their cornerstone so more people could be part of it, and even used that most unlikely idea—pledges. (If you would like more information on this, write or call our Development Office for *Timeless Treasures from the Fillmores* or order our Development Manual for \$15 containing additional priceless information.)

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 vision that drives our ministry and the work before us, we are not asking for money. Instead, we are inviting others to *invest* their resources in an alive vision that impacts people and transforms lives! That vision includes letting our Unity light shine forth brightly so that all who are seeking may find a spiritual home 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 for a strong future foundation. Within our Association of Unity Churches, we affirm an ongoing commitment of service to you, our member ministries and Contributing Friends. Your willingness to be the Lighthouse of Unity’s positive, practical message of Christianity provides inspiration, healing, and faith 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!” 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 through your ongoing support of our Association of Unity Churches. From STARlight’s scholarships for international ministerial students to Caring NOW! and the creation of our Living Curriculum, a variety of programs and services touches lives and transforms our ministries. Contributing Friends are individuals whose investment in our Association’s vision is \$70 or more annually. Contact is sent to all Contributing Friends.

YOU make the difference in the quality of our services through your tithes and love offerings. Each dollar given is an investment in our movement’s spiritual growth. Unity has the message that transforms lives. Let us willingly invest our time, our talent, and our treasures in the quality and service each ministry deserves.

In this season of Thanksgiving, I give thanks for you—for the wondrous light of God’s love that you are. And I invite you to give your thanks in prayerful, as well as tangible financial, support of your Unity church and our Unity movement for the difference they make in your life. In so doing, you complete the circle of love—and become the difference you are! I love you.

Association of Unity Churches Expansion Department: Salary Survey

The Association of Unity Churches Expansion Department requests your help. Your filling out this salary survey will provide a valuable compensation resource to member churches. Often a church may be hiring a new minister and the board wants to provide a fair salary for the size of the church and also for the geographic region. Secondly, boards may be reviewing the minister's package and again want to insure giving comparable rate in line with other churches in the same size and geographic area. More information gathered on member churches can be helpful in the development of new churches. The results of this survey (highs, lows, averages, and ranges by geographical region and church size only) will be printed in CONTACT. Thank you for your cooperation in completing this form by November 15, 1996. In order to maintain your anonymity, we are asking that you return the survey to:

Barbara O'Hearne, Church Management Consultant
Oak Hall #1212 - 4550 Warwick Blvd
Kansas City, MO 64111 • FAX: 816-753-8200

Barbara will destroy the envelopes and return only the completed forms to me.

Unity Church Staff Salary Survey

I. Region _____ Annual Budget \$ _____ Number of Church Services: _____

II. Church Staff Compensation: Notes:

- Combination Positions, use position where most of work is done.
 - Do not include part-time positions (less than 30 hrs./wk.)
 - List each person separately if there are multiple staff.
- If house and auto is provided, estimate dollar value of these for your area.
• Please use annual amounts.

Please return your completed questionnaire to the above address.

FULL TIME STAFF ONLY (30 + hrs./wk.)	No. of Years at Church	Base Salary	Housing/ Utilities	Retirement	Social Security	Insurance	Total Comp.	These are additional benefits not usually included in Total Compensation			
								Auto Expense	Conv. Expense	Continuing Education	Other (Specify)
1. Senior Minister(s)											
2. Assoc./Asst. Minister(s)											
3. Education Director											
4. Youth Director											
5. Children's Director											
6. Preschool Director											
7. Music Director											
8. Organist/Pianist											
9. Business Administrator											
10. Exec. Secretary/Admin. Asst.											
11. Office Secretary/Receptionist											
12. Financial Secretary/Bookkeeper											
13. Maintenance Super./Custodian											

PLEASE NOTE: No individual church statistics will be reported in the published survey results.

Linda Harbin • Radio/Media Coordinator

"Perhaps years from now someone will say: 'I'm in Unity now because I learned about it back in 1996—on the radio.' "

Radio/Media Awards Ceremony

Our Radio/Media Awards Ceremony was Wednesday evening, June 19, 1996, during the Cruise Convention. I want to share photos of some of the special moments of this evening.

Sir John Templeton was an important part of the awards ceremony as he shared his philosophy of using radio broadcasting to share the Unity message and congratulated the ministries receiving Templeton Radio Grants and Pathfinder Grants during 1996. *The Voice of Unity Award* and the *Lifetime Achievement Award* were also presented during this ceremony.

In addition to the ministries in these photos, the following ministries were announced and honored:

International Templeton Radio Grant 1996:

Unity en Mexico-Monclova, Mexico
Dr. Oniel Cavazos V.

Templeton Radio Grant 1996:

Unity Church of Franklin—Franklin, NC
Edward and Ruthann LeBlanc, ministers

Pathfinder Grant 1996:

Unity Church in Christ—Tallahassee, FL
Bill and Nancy Worth, ministers



Linda Harbin introduces Rosemary Fillmore Rhea who is recognized for her original prayer and meditation used in the English "What Is Unity?" master cassette.



Sir John Templeton congratulates Rita Marie Johnson and Juan Enrique Toro, ministers at Unity of Costa Rica in San Jose, Costa Rica, recipient of a 1996 Pathfinder Radio Grant.

I thought you would enjoy seeing these photos. I watched *The Voice of Unity* being presented to Phillip and Dorothy Pierson and the *Lifetime Achievement Award* being presented to Rosemary Fillmore Rhea. As I listened to the stories of their ministries and how they used broadcasting history, I thought "What wonderful examples they are—like living affirmations." They are all so committed and dedicated to their ministries and the Unity movement. Thank you, Phillip and Dorothy Pierson and Rosemary Fillmore Rhea for being inspiring examples.

Each year a new group of ministries are honored as they receive Templeton and Pathfinder Radio Grants. These ministries believe in the power of radio and its ability to bring Unity to listeners in their community and beyond. The effects of their broadcasts reach beyond any mile limit or time limit and cannot be measured. Perhaps years from now someone will say... I'm in Unity now because I learned about it back in 1996... on the radio.

Stay tuned!



Sir John Templeton congratulates David Williamson, minister, and Gay Lynn Williamson, licensed teacher, from Unity of Hollywood, Florida, recipient of a 1996 Templeton Radio Grant.



Norma Rosado and Juan Enrique Toro listen as the Spanish "What Is Unity?" is being introduced. Both were recognized for their contributions; Norma for her original prayer and meditation and Juan Enrique for his translation and recording of the "What Is Unity?" narrative.

Unity Holiday Series

The holiday season seems far away, but now is the time to make radio and media plans. For radio, consider the Unity Holiday Series, 12 contemporary radio spots produced to bring Unity to your community. Personalize each spot with your own tag, announcing your ministry's location or holiday activities. The series of 60 second spots have four spots for each holiday—Thanksgiving, Christmas and New Year's. Order your ready-for-air reel-to-reel master directly from the Radio/Media Department (816-524-7414, ext 343) or call for a sample cassette.



Sir John Templeton congratulates Wilma Heinemeyer, board member from Unity Church of Clearwater Valley, Lewiston, Idaho (Fred Wright, minister), recipient of a 1996 Templeton Radio Grant.

New production "Diversity"

Our new campaign "Diversity" honors all the families of the world. Imagine words of peace, love, and hope spoken by men and women in many different languages and dialects and mixed with Unity philosophy—this describes "Diversity." These 60 second spots for radio have room for your tag at the end. Order your ready-for-air reel-to-reel master directly from the Radio/Media Department at (816-524-7414, ext. 343) or call for a sample cassette.



Alan Rowbotham presents *The Voice of Unity Award* for 1996 to Phillip and Dorothy Pierson, Christ Unity Church in Sacramento, California. *The Voice of Unity Award* for excellence in broadcasting was determined by votes submitted by Unity ministers.

New Products Designed for your Guest Packet!

In English or Spanish!

The "What Is Unity?" master cassette is now available in English or Spanish. With a seven minute narrative explaining Unity on Side 1 and an eight minute prayer/mediation on Side 2, this master cassette is ready for you to duplicate for your guest packets. Order directly from Radio/Media, "What Is Unity?" \$6.00. Specify English or Spanish!



Glenn Mosley presents the *Lifetime Achievement Award* to Rosemary Fillmore Rhea. The *Lifetime Achievement Award* is given when an individual has made a significant contribution to the Unity movement through a history of broadcasting excellence.

Voices of Unity: Write us about your broadcast outreach and we will add your ministry to the list.

Unity of Anchorage, Anchorage, AK:

- Radio KFQD 750 AM, KLEF 98.1 FM, KEAG 97.3 FM (rotating schedule of spots)

Unity/Palm Springs, Palm Springs, CA

- Radio KDES AM 920, 8:00 a.m. & 10:00 p.m., Sun. (30 minute program)

Christ Unity Church, Sacramento, CA:

- "The Best Is Yet To Be" TV program- (northern CA, southern OR, NV, AZ)

- Sacramento: Channel 42 (Cable 24 at 9:00 a.m.; Cable Channel 16, Sun., 9:00 a.m. (Public Access))

- Bay Area out of San Jose, channel 48 at 9:00 a.m.

- Santa Rosa & Marin Cnty, channel 50 at 8:30 a.m.

- Arizona: Phoenix & Prescott - Channel 27, Sun. 9:00 a.m.; Phoenix and Lower Valley - Channel 55, Sun 9:00 a.m.

- Monterey Peninsula, cable channel 22 at 9:00 a.m.

Unity Christ Ch, San Luis Obispo, CA:

- Radio KVEC 920AM, Tues. 1:00 p.m.

Unity Pyramid, Santa Maria, CA:

- Cable TV channels 21 and 22

The Transformative Ctr, Hollywd, FL

- Radio WTMI Classical, Sun. 9:00 a.m.

(30-minute program)

Unity of Sebring, Sebring, FL:

- Radio WCAL FM & WITS AM

(six spots daily)

Unity of Hawaii, Honolulu, HI:

- Radio K108 1080 AM, Sun. 9:05 a.m.

Christ Universal Temple, Chicago, IL:

- TV Station 4

Unity Ch/North Shore, Evanston, IL:

- TV Cable Channel 2, Wed. & Fri. 11:30 a.m.; Sun. 2:00 p.m.

Unity Ch of Springfield, Springfield, IL:

- Radio WTAX AM 1240 (various times); TV Community Access Channel 4, Thursday 7:30 p.m.

Unity of Indianapolis, IN:

- TV Chnls 99, 20 & 53, Sun 2:00 p.m.

Unity of Cedar Rapids, IA:

- Radio WMT 600 AM, Sun. 7:15 a.m. & 9:15 p.m.

Unity Ch/Christianity, Baton Rouge, LA:

- Radio River 96.1 (4 spots daily)

Detroit Unity Temple, Detroit, MI:

- Radio WQRS 105.1 FM, M-F 5:45 a.m., Sun. 9:30 p.m.

Unity Church of Muskegon, MI:

- Cable TV Channel 24

Church of Today, Warren, MI:

- TV Channel 50 (Detroit) 8:00 a.m.

- TV Channel 33 (Cadillac) 10:00 a.m.

Christ Ch of the Hills, Branson, MO:

- Local TV Channel 6

Northside Unity, St. Louis, MO:

- Radio WGNU 920, Sat. 3:45-4:00 PM

Unity Village Chapel, Unity Village, MO:

- Radio KCMO 810 AM, Sunday 6:00 a.m. (week delay broadcast)

Unity Church/Santa Fe, NM:

- Radio KVSV 1260 AM, Sun. 8:00 a.m.

- TV PEG Access Channel 6, Fri. 6:00 p.m.

(Lessons from the *Quest*)

Unity Church of P.C., Buffalo, NY:

- Radio WECK 1230 AM, Sunday 7:45 a.m. (15 minute program)

Unity Center of P.C., New York, NY:

- Radio WMXV 105.1 FM, Sunday 6:00 a.m.; Cable Ch-16, Monday 9:00 a.m. (30 minute program)

Unity of Charlotte, NC:

- Cable Vision Channel 3 & Vision Cable Channel 10, 5:00 p.m., Sun.

Unity Christ Church, Wilmington, NC

- Radio WAAV 980 AM, Sundays, 10:00-11:00 p.m.

Unity Chapel of Light, Tallmadge, OH:

- Radio WAKR 1590 AM, 9:00 a.m., Sunday; TV Ch-29, Cable Ch-7, 7:00 p.m., Sunday ("Vision-Quest")

Unity Ch of Christianity, Tulsa, OK:

- Radio KBEZ 92.9 FM (one-minute spots three days a week)

Unity Church of Harrisburg, PA:

- Radio WMSS 91.1 FM, Sun 9:00 a.m.

Asociacion Unity, Santurce, PR:

- Radio WSJ 1560 AM, Sun. 8:00 a.m.

Unity of Knoxville, Knoxville, TN:

- WNOX 99.1 FM and WNDD 99.3 FM, Mon. 7:40 & 8:20 a.m.; Fri. 5:20 p.m.; and Sat. 12:00 midnight.

Unity Church of Austin, TX

- CableVision Chnl 11, Sun. 6:00 p.m.

Unity Ch of Christianity, Houston, TX:

- Radio KODA 99.1, Thur & Fri 7:00 a.m., Sat. & Sun. random

Ch of the Hill Country, Kerrville, TX:

- Radio KERV AM & KRVL FM, mornings and evenings

Unity Ch/Christianity, Nacogdoches, TX:

- Radio KFSA AM 860, Sun. 8:00 a.m.

Unity/NE Tarrant Cnty, Southlake, TX:

- Radio 97.9 FM, Mon-Fri 8:25 p.m., Sat & Sun 7:25 p.m.



Leadership Notes and Ideas

The Importance of a Sunday School

Consider these important facts when deciding about attending Sunday school:

- 75 percent of all church members come from Sunday school.
- 85 percent of all church workers come from Sunday school.
- 96 percent of all pastors come from Sunday school.

BUT:

- 60 percent of all grade school children do not attend Sunday school.
- 80 percent of all high school young people do not attend Sunday school.

What a golden opportunity with a mission field right at our own back door! Don't be a part of the second set of statistics.

From: Oak Hills Christian Church, Butler, PA

Creating Unstoppable Synergistic Work Teams

Interest in the success and/or failure of teams continues to be an interesting topic for researchers and authors. The July, 1996, issue of *Executive Excellence* was devoted to the topic of teams.

Stephen Covey's article, "Unstoppable Teams," was a particular interest. He defines unstoppable teams as ones who have been trained in synergy, the mindset and skillset of interdependence. In addition the teams have performance objectives that focus on desired results and identified guidelines, accountability, resources, and consequences. He believes the value system in the United States is "focused on individualism and freedom of expression and freedom of action, without the corresponding sense of social responsibility, that it has created a culture of confrontation and adversarialism—the polar opposite of synergy and teamwork."

Covey suggests ways to create unstoppable, synergistic work teams is by working on five levels.

1. Work on the *interpersonal level* by using the mindset and skillset of empathy.

2. Work on the *managerial level* by creating five conditions of empowerment—character, competence, win-win performance agreements, self-supervision, and accountability.

3. Work on the *organizational level* by creating supportive structures and systems. These structures and systems must be in alignment with and reinforce the principles and values stated in the organization's mission and vision.

4. Work on the *societal level* by having a superordinate vision, mission, and goal that enable people of different cultures, religions, divisions, and groups to unite and work together.

5. Constantly work on the *personal level* because synergy requires a lot of soul energy and the source of that energy is internal integration or integrity, along with balance in four dimensions of life—physical, social, mental, and spiritual.

Team synergy is a function of mutual sharing of the risk of being open and authentic. People need internal security in order to risk being authentic and open with team members. When we are open and authentic with team members and they with you, new and better ways to run a business or organization can evolve.

From: *Executive Excellence*, July, 1996

The Next Church

If you have not read, "The Next Church" by Charles Truheart, in the August issue of *The Atlantic Monthly*, please take time to do so. You will most likely find a copy of the magazine at your local library. It is well worth reading.

This extensive article is the result of Truheart's yearlong study of the Next Church. He visited churches around the country and talked with the clergy and congregations in order to understand what makes these churches work.

See *MANAGEMENT* on page 11, col. 2

Please take a few minutes to complete and return the Association's Expansion Department Salary Survey on page 5.



Lisa Wittman • Director of Marketing/Public Relations

“Focus your message on one major benefit. . .”

User-Friendly Churches:

1. recognize attitude is as important as what they do
2. model positive attitudes, led by the pastor and leadership
3. serve because it is their life purpose, not because it's the right thing to do
4. create the feeling of a winning team by inspiring the people with what they can accomplish
5. encourage active use of talents and gifts
6. stay positive about any challenges faced, knowing that God is in charge and will provide
7. consistently acknowledge God's response to concerns
8. evaluate programs based on how they address needs
9. have no fear of scrapping a program that doesn't work
10. reach out to their communities, not just congregants

(Adapted from *User-Friendly Churches*, by George Barna.)

Communicating with ATTITUDE

How do we communicate the positive attitude we share at Unity? Here are ways we communicate, often without remembering that we are sending a message:

- the way we speak informally
- the news we choose to share
- appearance and condition of the building and grounds
- tone of formal printed and verbal communications
- ideas and actions taken related to programs and policies

- reports concerning performance of programs
- specific teaching about the importance of attitude

(Adapted from *User-Friendly Churches*, by George Barna.)

Advertising: How important is it?

When you consider advertising for your ministry, what expectation do you have? It may be helpful to keep a few things in mind:

- about 80 percent of people involved in churches first came to church as a result of a personal invitation
- people require 12 exposures to a message before they remember it
- most people who read the “church page” in a newspaper are already attending churches

If you have ever placed any advertising, you may already have experienced this. But it doesn't mean that advertising is not helpful. In fact, actual field use has shown that advertising aimed at the unchurched, placed apart from the church page, can be effective. Remember that advertising never exists in a vacuum. It must be backed by a church experience that delivers what the advertising promises. Be sure to put your program in place, and to ensure the quality of the experience before getting heavily involved in advertising.

Frankly, the unchurched care a lot less about church than those who already attend. This makes church advertising more of a challenge. To capture their attention, you must focus your message on one major benefit to them. Don't talk about your worship service in terms of what you offer. Focus on your unchurched prospect. If those you want to reach have a need for more joy in life,

Continued. . .

and your worship service can offer a joyful experience (be honest with yourself), make your message about that joy. And don't be afraid to deliver that same message many times. Consistency is key.

Let your congregation know about your ad campaign. Support this central message in as many ways as you can (see the list of the ways we communicate, on page 10). The resulting enthusiasm and pride among congregants, along with a more public presence through advertising, can lead to people talking about your church. It has happened for other churches, and it can happen for yours.

New & Improved!

Planning for gift giving and the new year? Make your reservations now for the new *Quest '97*, for shipment in October. Your Association and Unity School have worked to incorporate the refinements suggested by many users of the planner. It designed to lie flat on your desk with its hidden spiral binding. It also includes a pocket for storing notes.

The ad (at right) is available to you for your own advertising effort. All Unity bookstores will soon receive a mailing including additional information on how you can promote this exciting spiritual journal. Brochures, cards, and a tabletop display will be available at no charge.

To reserve copies of *Quest '97* contact Sharon Sommer at Unity School of Christianity (816-524-3571).

Quest '97

Planner and Journal

By Mary-Alice & Richard Jafolla

New hidden spiral binding—book lies flat for easy use!


3 great books in one

- *Spiritual Journal*
- *Weekly/Monthly Calendar*
- *Personal Planner*

— all for just —


\$21.95

and just in time for Christmas giving!



New, inspirational weekly chapters and thought-provoking reflection questions make *Quest '97* a perfect planner/journal for anyone interested in personal enrichment.

Available in October in your church or bookstore. Reserve your copies today!



Published by the Unity Movement Advisory Council, a joint committee of the Association of Unity Churches and Unity School of Christianity.

Newcomers

Cont'd from page 3

The corporate church needs to help its people to think creatively and constructively so they can keep in touch with their religious principles.

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 Temples of ours is an environment that in some ways is hostile. We face people daily who are capable, but who are unaware of their capability for not only adjusting to rapid changes in the world, but for helping to create necessary change and to make such change smooth and orderly. Two major missionary tools we have to share in the world are those of “modeling” and “enabling.” We demonstrate how what needs to be done can be done, and we enable others to discover their ability to do likewise.

Management

Cont'd from page 9

Trueheart describes the Next Church as the independent and entrepreneurial congregations that are adopting new forms of contemporary workshop and belonging. It is drawing many people, including many Americans with patchy or blank histories of churchgoing. “It constitutes, its champions believe, a distinctly American reformation of church life, one that transcends denomination and the bounds of traditional church behavior. As such, it represents something more: a reconfiguration of secular communities, not just sacred ones.”

While size is what initially attracts people to the Next Church, they are large and have many other options as well. The size can also be overwhelming and some members worry about finding their place in its “vast and impersonal honeycomb of

God-driven busyness.” The cell or a small group of ten or twelve people become “the basic unity of church life.” The big church with the little church inside.

“The overwhelming reality is that the bulk of the people who make the church function are the people.” People want to volunteer and are doing so in the Next Church. Peter Drucker, management guru, believes, “people need community; they need a spiritual identity, yes, but they also need responsibility. They need the feeling that they contribute.” Giving to religious institutions in 1993 made up 61 percent of all household charitable giving. The contribution from households where no one volunteered was \$425 while the contribution from households where someone volunteered was \$1,193, or approximately 64 percent more.



"I went on the cruise. It was more than fantastic—the Unity people, the ship, the seminars, talks, food, everything! When I got home, I was still 'cruising'!"

-J. Cruz
Louisville, KY



CONFERENCE/CONVENTION

Debbie Ratliff Ball • Conference/Convention Coordinator

Highlights of the 1996 Cruising Through Life Convention

It all began on June 15th, a week that will long be remembered in the minds of those on board the CENTURY. We set sail in the afternoon not knowing what was in store, but excited nonetheless. And we were not disappointed. The first night of being served the most wonderful five course meal, seeing the exciting Broadway-style show and arriving back in our rooms with the beds turned down and a chocolate placed on our pillow was like being in heaven. But, the evening was young and who could resist going to see the midnight buffet



Midnight buffet



Rosemary Fillmore Rhea



Pat Barker &
Hypatia Hasbrouck



Singer Karen Taylor Good

(as if one was still hungry!). As the night finally ended we were lulled to sleep by the gentle rocking of the ship.

The next morning we awoke and the excitement began: spiritual renewing activities during the morning sacred space, seeing Nassau, Bahamas, workshops and business meetings in the afternoon, the captain's gala welcome aboard party, Rosemary Fillmore Rhea receiving the Charles Fillmore Award, Cheryl Landon giving her moving keynote and another delightful dinner served to perfection! And of course, awesome evening entertainment and another midnight buffet. Whew. . .and this was only the first day!

The following days were

including the presentation of the Myrtle Fillmore Award to Hypatia Hasbrouck; a dynamic keynote presentation by Dr. Therman Evans; inspiring workshops; special performances of Puerto Rican singers and dancers; a *Lifetime Achievement Award* in Broadcasting presented to Rosemary Fillmore Rhea; *The Voice of Unity Award* given to Phil and Dorothy Pierson; visited St. Thomas, Virgin Island, and San Juan,



Glenn Mosley and Joel Baehr



Joel Baehr and Norma Rosado

Puerto Rico; and the passing of the gavel to our new Chair, Norma Rosado.



Keynote speaker
Cheryl Landon

renewal Committee and the wonderful volunteers who gave of their time and talent to share their gifts with all those who attended the convention. It truly was a gift that keeps on giving.

Join us in June to celebrate the diversity in our world at the *One Spirit, One Soul, One Family* Conference.



Socializing with friends.



Association of Unity Churches

1996 Cruise Convention

June 15-22, 1996

Listing of Available Seminars on Audio Cassette Tape

- | | |
|---|--|
| <input type="checkbox"/> S1 Principles For Living As Long As & Doing As Much As You Want
<i>Speaker: Dr. Therman Evans</i> | <input type="checkbox"/> S11 Special Worship Service - <i>Speaker: Jim Fisher</i> |
| <input type="checkbox"/> S2 Round Table Discussions Facilitated by
<i>Speaker: Therese Godfrey</i> | <input type="checkbox"/> S12 Keynote Speaker: <i>Dr. Therman Evans</i> |
| <input type="checkbox"/> S3 Evolution of a Dream
<i>Speaker: Mary Omwake</i> | <input type="checkbox"/> S13 Love & Intimacy Playshop
<i>Speaker: Maurice Williams</i> |
| <input type="checkbox"/> S5 Keynote Speaker: <i>Cheryl Landon</i> | <input type="checkbox"/> S14 Fine Tuning Your Future: Becoming the Person You Want To Be
<i>Speaker: Theresa Godfrey</i> |
| <input type="checkbox"/> S6 The Powers of Love - <i>Speaker: Mala Powers</i> | <input type="checkbox"/> S16 Believe In Yourself
<i>Speaker: Cheryl Landon</i> |
| <input type="checkbox"/> S7 Relationship Enrichment Love Shop
<i>Speaker: Larry James</i> | <input type="checkbox"/> S17 The New CEP: A Partnership in Education
<i>Speakers: Gary Jones/Toni Boehm/
Dorothy Genske/Martha Mosley</i> |
| <input type="checkbox"/> S8 Recovering the Sacred
<i>Speaker: Dr. Carlos Warter</i> | <input type="checkbox"/> S18 Great Expectations
<i>Speaker: Julie Johnson</i> |
| <input type="checkbox"/> S9 Communicating - <i>Speaker: Pat Barker</i> | <input type="checkbox"/> S20 Investment Opportunities
<i>Speaker: Sir John Templeton</i> |
| <input type="checkbox"/> S10 Can We Talk? - <i>Speaker Jim Schrotel</i> | |



Mark the Seminars You Wish to Purchase



Each Tape Comes with a Special Blessing

Conference Mail Order Prices, Per Session (Via UPS or US Mail) \$8.00
Complete Set of Tapes in Two Storage Binders \$120.00

****All Prices Include Shipping & Handling****

#133

MAIL ORDER INFORMATION

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Church: _____ Signature: _____

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Return to: CONVENTION RECORDINGS, INC.
6983 SUNSET DRIVE SOUTH • ST. PETERSBURG, FLORIDA 33707
TELEPHONE: (813) 345-8288 FAX: (813) 345-8494





LOVE NOTES...

THE PROCESS

MIDI: Musical Instrument Digital Interface

When you record using this technology, you are "telling" the program specific things about each note you play using the controller keyboard, such as pitch, duration, velocity, or volume of each note and all musical parameters we don't normally think about as we listen to or perform a musical selection.

DAT Digital Audio Tape

Master from which all other copies are made.

From time to time, we receive questions about the process Love Notes goes through from submitting music up to the final product. We have addressed some of those questions monthly, but this feature will deal with the entire process.

Getting Music

Music comes in a variety of ways and from many sources: professional tapes already published, simple melodies with guitar, referred from minister/music director, instrumental meditations, and arrangements with full accompaniment. The amount, variety, and quality of music received are different every year. We choose the best variety and quality from what we receive and new material is always welcome. Selections are limited to three songs per artist per year.

Submitting Music

A cassette tape and lead sheet are requested to submit music. Sheet music is welcome but not necessary. After listening to all the songs in January, the Music Committee selects 24 songs for the year, 6 each quarter.

Everyone submitting music receives a letter of thanks and encouragement. Artists whose songs are selected are sent an agreement form asking for: permission to use their song/s, acceptance of the standard national ASCAP rate of 6.75 cents per song sold, request for biographical information and a DAT master (DAT fee covered by us).

Criteria

- Uplifting and inspirational thoughts/teachings
- Quality melody and harmony
- Appropriate vocal range for variety of soloists
- Usable for more than one season/celebration
- Congregational singability/suitable for choir.

Production Process

First Steps: Upon receiving the agreements and DAT masters, the DATs are sent to a competitive professional. Each song is learned by ear unless written music is included, chord changes are written out to determine the structure and arrangement, and a computer-based MIDI sequencing program is used to input the chords at proper tempo and original key. Occasionally, background tracks are not available, and piano or other accompaniment is created to enhance the song. Once the song is complete in arrangement form with the chords, the "melody" of the song is put on its own "track".

Transcribing and Notation: If the DAT has no lyric sheet, the lyrics are transcribed. The MIDI information of the chord and melody track are converted to notation form. The lyrics are then combined with the notes by breaking down the syllables. Title and author's name complete the master copy of the sheet music.

Building the Master DAT: A digital program records, adjusts, equalizes, compresses and adds time between songs for mastering and dubbing. This is done for each side (vocal/instrumental), then the program is transferred back to a fresh DAT tape to send to the dubber.

Printing and Packaging

We currently produce 125 copies per quarter. J-cards are designed, involving photo selection (which may include a fee), typesetting (done in-house) and sent to be printed. Because small quantity four-color jobs are more expensive we have the full year printed at one time, with all four quarter titles listed on the j-card. Each quarter we run labels listing the quarter and titles on that particular cassette and adhere them to the j-card flap.

Sheet music (with agreements) is taken to a printer and each song duplicated three times, collated and shrinkwrapped together. Quantities range from 55-70 pages, double-sided. This of-

Continued...



In June of this year, Norma Iris Rosado assumed the top volunteer position in the Association, Chairperson of the Board. An ordained minister, she recently told us about her ministries, both in Puerto Rico and with the Association.

Q What do you hope to accomplish as chair of the Board of Trustees of the Association?

A One of the things I would like to see is a transformation in our consciousness of one another. We need more trust between the Association and the ministries. We are in the process of doing this. We are all part of the Association and have the same responsibility for it. We want to really see that we put ourselves in an avant-garde position to the awakening and be prepared for the new millennium.

Q How do you see the work of the Association affecting ministries?

A The Association is here to serve the field and support them in any way we can, to help develop new techniques and enhance one another's visions.

Q As the first Hispanic Chairperson of the Board, how do you feel you will contribute to the Association internationally?

A One of the things is to keep reminding ourselves that there is an international movement and international needs. We need to approach these needs with a different viewpoint. Differences exist in the language and culture and the way we perceive the world. I would like to awaken others to the way we perceive these viewpoints. This includes making sure the material is translated into the languages, keeping in mind their particular needs. The same things



An Interview. . . with Norma Iris Rosado

I've been trying to do for the past six years.

Q Tell us a little about establishing the Licensing School for Teachers in Puerto Rico and the Dominican Republic.

A It is the only school for licensed teachers. The school began in 1987 with a proposal written by me. It was approved in January and began in August of that same year. So far, we have graduated 18 people. Students do their practicum during the time they are attending the school. From those 18 graduates, five have become ministers.

Q What were some of the difficulties you overcame in establishing it?

A The most difficult thing was to get approved and recognized. There is another school in the Dominican

Republic which is an extension of this school. The Dominican Republic school has licensed five teachers; one person is now a licensed minister. We also have an extension in Miami.

Q Broadcasting has been another part of your ministry. What are your plans in this area?

A We are developing our third radio program right now and hopefully we will have a TV program. We have the space on the radio and are working on the expansions.

Q What would you most like to tell Unity people around the world?

A The most important thing to me is that we should remember we are children of God and to decide to take our responsibility doing what we are called to do. We need to know that we can transform our own consciousness and ask the world to take a step forward with us.

Quest '97

Planner and Journal

By Mary-Alice & Richard Jafolla

3 great books
in one

- *Spiritual Journal*
- *Weekly/Monthly Calendar*
- *Personal Planner*

— all for just —

\$21.95

and just in time for
Christmas giving!

New hidden spiral
binding—book lies flat
for easy use!



New, inspirational weekly chapters and thought-provoking reflection questions make Quest '97 a perfect planner/journal for anyone interested in personal enrichment.

Available in October
in your church or
bookstore. Reserve
your copies today!



Published by the Unity Movement Advisory Council,
a joint committee of the Association of Unity
Churches and Unity School of Christianity.

From the Cruise Convention. . .

The 1996 CRUISING THROUGH LIFE Convention has now come and gone, but the memories will live on. What a gathering of 1700 people who came together to celebrate our oneness!



Association board members discuss ways to expand understanding and improve service to Unity ministries.

Want to find a Unity church
in another city?

<http://www.unity.org> can help
you locate a place to worship
while traveling.

Christmas in July

Throughout the months of June and July, employees of the Association held a food drive. The contributions of food and funds to Lee's Summit Social Services was greatly appreciated. Several boxes, bags, and bucks were donated to help the needy in the area. Social Services really sees an increased need for assistance in the summer months and over the holidays when children are out of school. Perhaps you can organize a drive in your church!



Good News!

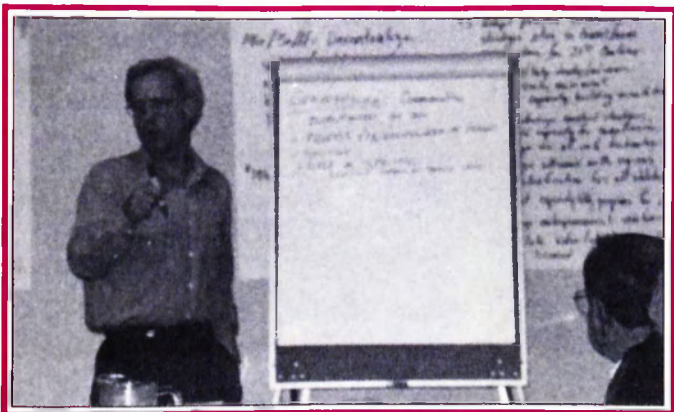
Caring Now! A Living Curriculum has been given a gift. A gift by The Templeton Foundation for a matching funds grant of \$150,000 until April, 1997. Your financial support—your caring now—has a double impact on the lives of children, youth, and families.

Thank you for **Caring NOW!**

Funny Church Bulletins

Believe it or not, the following announcements actually appeared in various church bulletins.

1. Don't let worry kill you—let the church help.
2. For those of you who have children and don't know it, we have a nursery downstairs.
3. A bean supper will be held on Tuesday evening in the church hall. Music will follow.
4. At the evening service tonight, the sermon topic will be "What is Hell?" Come early and listen to our choir practice.
5. This being Easter Sunday, we will ask Mrs. Lewis to come forward and lay an egg on the altar.



Just before the convention, consultant Dr. David Renz presents his recommendations to take the Association into the 21st Century.

- ☹ **Making a major purchase?**
- ☹ Maybe we can help.
- ☺ You save five percent on equal quality products.
- ☺ Your Association pays off its loan without interest.
- ☺ Call Susan at 816-524-7414

Stocking Stuffers for Kids

Two- to six-year-olds will enjoy *Pondering Pond*, where lessons about self-love, acceptance, security, faith, and harmony are learned. Charles and Myrtle Turtle offer guidance to the pond critters through story and song. ***Truth Tales from Pondering Pond*** tapes will now be offered from the Association at \$5.95 per volume.

Story and music tapes make a great diversion in your car cassette player for those long vacation trips, for nap time, or for stocking stuffers. Tapes are available in two volumes. Unity's educational experts acclaimed the music as "wonderful." The music without stories is on the music tape.

For the older set: *Y.I.* is an interactive CD ROM magazine **BY KIDS, FOR KIDS**. *Y.I.* is Young Ideas, Young Images, and Young Insights on Truth principles applied to everyday life. Illustrated stories, poems, and sound effects make this an engaging activity for anyone aged 6-18.

To order, contact your Unity bookstore or call 816-524-7414 and ask for Susan Velasquez.

The Top 10 Questions

Asked by Passengers on a Cruise Ship

10. Is there water all the way around that island?
9. Does this stairway go up or down?
8. Which elevator goes to the front of the ship?
7. Do you make your own electricity?
(We use a 3000 mile extension cord!)
6. What do you do with the ice sculpture after it melts? (We drink it!)
5. Is that salt water in the toilet?
(Actually, I've never tasted it, but if you'd like to to, bon appetit!)
4. If everyone goes to one end of the ship, will it tip?
3. What is our current elevation? (Sea level!)
2. Does the crew sleep on board?
(No, they commute!)

The number one question:

What time is the MIDNIGHT buffet?



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Dream Big. . .or Stay at Home

by Melanie Pollard

I met with the STARlight grant recipients, Om and Mindy Ahuja, at Unity Inn cafeteria during the Y.O.U. Conference. Amidst several hundred teenagers, the clanking of dishes, the hum of conversation, we talked about their dreams, their plans, and their journey.

Their story begins in Houston, Texas. Mindy's business was in commercial real estate, and she represented the building that Om was considering. Om, originally from India, is an inventor with many successful patents to his credit. They are now married.



Om and Mindy Ahuja, 1996 STARlight grant recipients.

The Dream

After a burning bowl ceremony on New Year's Eve, 1993, the Ahujas reviewed the past and shared goals for the upcoming year. Om's was to focus on spirituality. Mindy's was to become a licensed Unity teacher.

Shortly afterwards, while attending CEP classes at Unity Village, each received different visions. During meditation, Om envisioned starting a training center in India, a place just like Unity Village. According to Om, "India is a good example of Unity and diversity with 2000 dialects, 200 languages, and 20 languages spoken in the different states. The work is immense. Just trying to print the Daily Word in twenty languages; just having Silent Unity in twenty languages . . . can you imagine?"

Mindy recalls thinking he'd bitten off more than he could chew. Her vision was to give away the groceries they had brought to the village. Seeing that the two visions could work together, Mindy's teacher explained that metaphysically that meant giving away spiritual food. They then began the application process to become ministerial students.

Although the Ahujas met in Houston, they lived in India for a year in 1992 and visited again this spring. Mindy said this reaffirmed for her that: "The consciousness of being a citizen of the world is important and to see the oneness that we are, to see the multiplicity." Om agrees. He speaks seven languages and has journeyed from Hinduism to fundamental Christianity to Unity. In India, 82 percent of the population are Hindus; 11 percent are Muslim. Buddhist, Jains, Jews, Sikhs, and Christians, plus a few other groups, combined make up the remaining seven percent.

Vision of Peace

STARlight is an Association fund which provides scholarships to international ministerial students and supports the general fund. It has provided the vehicle to assist Om and Mindy to continue their journey. The Ahujas see India as "a place where we believe Unity could bring more peace, and this would send a message of peace to the rest of the world."

Association of Unity Churches

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SENT WITH LOVE TO SOMEONE SPECIAL

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check here and return with
your address.

fers the music director, musician, and vocalist each a copy and reduces the risk of illegal copying.

Pricing and Marketing

Both cassette and sheet music are put into inventory, added to our catalog list, sent out by the shipping department and billed from the accounting department. The price for cassette and sheet music each quarter is \$42.50 if purchased singly. Yearly price is \$153.00 or \$38.25 per quarter. We feel blessed that the program is doing well and is self-sustaining with any profit being reinvested into finding ways to further market the artist, the music and the message. This includes informative articles and mailings from the Association and the Music Committee about Love Notes music and artists.

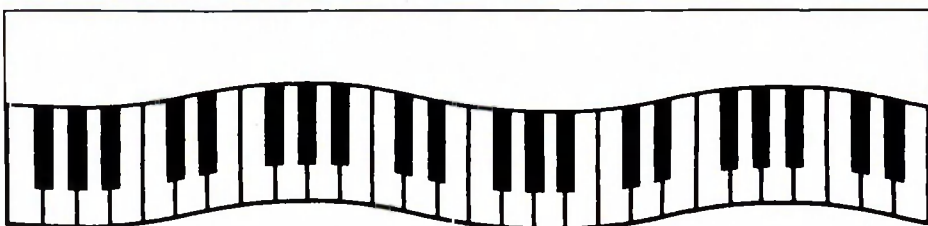
Artist Benefit

The artist receives the standard national ASCAP royalty per song, payment for the DAT master, recognition in print on sheet music, in Contact magazine, music director mailings and our speaker/musician list that is requested from the field. A cassette and packaged sheet music is also sent of his/her work.

Future Plans

Phone Survey - We will be calling in the next few months to learn how best to serve the ministry of music in your congregation. We will then incorporate your needs into the music selection in January. We are especially eager to include more congregational/choir-type selections, depending on the response of music submissions.

For more information, contact Marsha Penrose at 524-7414, ext 330 or at e-mail address: ssa@unity.org



Greetings music lovers!

We all know that music is a great enhancement to the worship service. When people sing together, something magical happens. The physical body is energized and revitalized through the pleasant vibrations set in motion while singing. The heart is opened and the messages are felt at dimensions other than the intellectual level. Inspiration can come through the text, melody, harmonies, or rhythms, and even through memories triggered by musical association.

My youngest daughter, Laura, taught me this important lesson about memories. She was only four years old when her beloved grandmother passed away. Three years later, I was at the piano and happened to be playing one of the hymns we had sung at Mother's funeral. Laura came to me with tears spilling out of her eyes, pleading, "Mommy, please stop! That music makes me feel sad." She could not make an intellectual association as to why it made her sad, but her body remembered.

A similar thing happens for people who love to sing the old hymns. Many people have pleasant memories of singing these songs while growing up. When we sing the old melodies in our services, the memories triggered created good feelings for them.

It is important, however, to be mindful of the words we are singing. Words, when sung, have greater energy and emotion and are powerful affirmations. Perhaps you have experienced an uncomfortable feeling when the words you were singing did not fit your belief system. This is why many old hymns have new words in our Unity hymnal.

Singing as a group also creates a feeling of unity and connectedness while it accelerates and amplifies the energy being created. It helps us open our hearts to one another and to see our God-self reflected back to us.

Recently at one of our "Unity Singers" rehearsals, the group spontaneously gathered in a circle around the grand piano while learning parts. This turned out to be a tremendous learning experience for all of us. The circle allowed us to communicate with eye contact and body language, creating intimacy and unity. We were able to hear one another's parts and harmonizing became easier. The singers actually felt vibrations emanating from the piano strings and found it both soothing and stimulating. This innovative method of rehearsing left us feeling especially energized.

Church music is also becoming innovative, breaking out of the mold that has been handed down for centuries. Inspirational new melodies, harmonies, rhythms, and text reflective of contemporary life in our culture are being created. It is important to keep our old hymns alive, but equally important to be open to new creative means of musical expression.

The *Love Notes* program supports the growth and enhancement of music in Unity services by providing new songs in a variety of styles with words that convey the Unity message. It is a wonderful way to add zest and vitality to your current music program. If you have not yet tried a *Love Notes* program package, I encourage you to subscribe. This collection of music will be a great addition to your services.

Love and blessings,
Lucille Olson, Music Committee Member
Director of Music - Unity of Greater Lansing, MI



GOING TO THE M.A.T.

Presented by the M.A.T. Team

"As ministers can we ask the right questions, and offer solutions, prayer, retreats, and love and support when needed?"

The M.A.T. Team's purpose is to provide support to the regional representative in areas of addiction; to provide education, evaluation, and counsel concerning addictive patterns to field ministers, ministries, and families.

The journey through addiction is like Jacob's wrestling with an angel and "going to the mat." The process of recovery begins with a surrender and brings us back to our feet.

This article is shared by team member Harriet F. Valliere, Interim Minister for the Association of Unity Churches.

How To Help People in An Autonomous Organization

Prior to entering ministry, I worked for many years in the chemical dependency field. I served in all areas of recovery, referral, treatment, and aftercare. It was a popular move in those days to become involved in many employee assistance programs. It simply meant that employers had clout with the employees. If you were identified as chemically dependent, your option if you wanted your job, was to submit yourself to treatment and follow-up. If you failed to stay clean and sober, your employment could be terminated. The employee assistance program required the cooperation of the company and the employee, and the policies were firm and seemed to work. I did see many addicted employees move into recovery and dramatically change their lives. Productive employees were deemed valuable and respected, and the choice of recovery versus termination was preferred.

I view the assignment of the M.A.T. team as sterile in many ways. We are trying to assist ministers and families with addictive behaviors, but we do not have any clout. Each individual, and each church and minister, is autonomous and free to live and behave in any chosen way. I am aware as an interim minister that personal core issues, that are unhealed, create many conflict problems in churches. When conflict arises, the solution min-

isters have used over the last two decades is to resign our church assignments, or be terminated, and seek placement somewhere else. At this point some ministers even leave ministry entirely. On many occasions ministers were brought before the Placement Committee, and sometimes harsh demands were made. It appeared that we as ministers were judged unfairly. Then again we witness a few select people who seemly never have to pay in any way for questionable behaviors. What happened here to the laws of cause and effect?

As a Unity minister who has been in recovery 32 years, I have observed that we do not have a loving or workable solution to help each other. We appear to live in fear of loss, when in truth, we cannot lose our good. The addiction to looking good, versus knowing that no one can take our good from us, has allowed many talented ministers to avoid help. Our minister friends are looked upon as a threat to our safety. In addition, because we are located all over the country, we do not have adequate awareness of the situations in the lives of peers and friends. Because of my own recovery, I usually fear I will be looked upon as projecting my issues on someone else.

What of all the normal solutions is the answer? Most traditional denominations have well laid out policies for clergy with addictions and/or other destructive behaviors.

I have been serving on the M.A.T. team for many years. I feel it is somewhat like an exercise in futility. We are not here to set ourselves up as judge or jury. We are here as a group of largely recovering ministers offering guidance to those who may be willing to look at the conditions of their life and then want to do something to heal. It begins to feel like the zealous, pushing the unwilling to a place of new awareness. The Association of Unity Churches cannot, by virtue of its bylaws and mission, interfere directly. Unless, of course, the minister is by virtue of placement caught in the net of discovery. Remember, addictions that are hidden and not of a chemical nature fall into the cracks for which no help seems avail-

Continued. . .

able. We see sexual addictions, gambling, working, eating, and family of origin dysfunction that deeply affect our spiritual mission as ministers. Who can we trust? How can discussion and confrontation be brought to bear lovingly, and in Truth.

To make any system work, it will require some strong soul searching. As a Unity leader, I know I am also an example of healing and growth. Could I at any level accept my peers lovingly pointing out to me the flaws and inconsistencies of my life and career? Is it their business to do so? We see right now in our movement many churches in conflict management. I would hazard a guess that ministerial behaviors, power and control issues are involved in these conflicts. We have styles of management that can mask our addictions. In fact we can become very indignant if we are questioned. Our unity grapevine is also reliable. What can we believe about what we hear, and should we even listen to the volumes of gossip we are privy to?

Within each of us is the presence of the Christ light. We are first a powerful spiritual being walking the path, a shining example of love, wisdom, and grace. Can we walk our talk if we do not call one another on behaviors that cast shadows on our church and the whole Unity movement? Who is responsible for changes? Maybe we believe that everything is happening for the highest good of all concerned? If so, what is the loss here? I believe that awareness and discovery of issues is the road to freedom, and I have had enough addictions to know that my wish is to be rid of the monkey on my back. I am here at this exciting time on planet earth to evolve in spirit and regenerate. It is difficult when addiction is present.

Alban Institute's instructor Roy Oswald stated at the Interim Ministry Conference in June, 1996, that the clergy is the only profession that expects that ministers are to serve without the frailties of being human. We are expected to be pure and unaffected by our environments, backgrounds, and daily situations. When we open ourselves up to vulnerability we become subject to unreasonable criticism as humans.

I pray that we, like other denominations, will find a way to be available to each other. As ministers can we ask the

right questions, and offer solutions, prayer, retreats, and love and support when needed? I have just moved through a time of burnout and I felt understood and supported while I counseled and healed. I have not worked for six months, but now I feel ready to again step out into the world of productive ministry. If we cannot reach out to our peer group (and I have during times of change and at those times when issues were staring me in the face), then our whole organization may need to take a look at how we support one another. How can we pretend to be servants to humankind when we are not available to assist one another. The organization may be autonomous, but the quality of mercy is still here for us to look to. Maybe we cannot wait until our congregations discover our clay feet. Could we not do it quietly for one another in love and respect?

The M.A.T. Committee is not on a witch-hunt. Ministers and families have been assisted over the past few years. How

are we doing? Is it time to get honest with looking at some ways that will work? I believe our only solution is to be able to talk to one another, and out of our pure power of love express what we see or what our inner guidance tells us. If it is done in confidence, and with respect, I believe we can accomplish as much as any employee assistance program that demands a set of behaviors. Why? I think that being Spirit guided and by knowing the Kingdom within, we will redirect our paths out of Truth, but never by force.

Your comments are welcome and encouraged. The Ministers Assistance Team chairperson is **Patti Brooks-Krumnow, P.O. Box 2173, Wimberly, TX 78676**. She can be contacted for more information at **512/847-3083**; or call other M.A.T. members whose names are in the 1996 Association Yearbook.

What is Urban Ministry?

by Ruth Mosley

West Side Unity • Detroit, Michigan

To some, there is always the question, "What is Urban Ministry and how does it work when your city, your home, or your community face drug abuse, AIDS, hunger, insufficient housing and general confusion? You find that people have not totally accepted the fact that the world is changing; therefore, our religious beliefs and acts have to change.

A substance abuser once said to me, "If I only had enough money to buy all the drugs I need I would be OK." But he did not realize that substance abuse imprisoned him or someone else to the point of destruction. He did not realize that hunger and poor housing could force you into these situations if you are not strong enough.

God is always there with a plan. He won't push Himself in where He is not wanted but if you will allow Him to, He will free you of the desire for drugs, or the desire to sell drugs. An AIDS patient lays dying and yet he could be free of pain if he believed that God loved him and cares about him to the point of freedom. This patient couldn't see how he could be helped. He refused to see the counselor or anyone who talked Truth or said "you can be healed."

I remember when I heard the little voice come through so loud and clear, "You don't have to be sick to die—release it, let it go and live your life with God."

This year we are saying "To God Be the Glory!"—that our God can make us strong enough that we can say

NO to drugs

NO to hunger

NO to all evil

because we live, move, and have our being in the God we know.

Yes, Urban Ministry is ministering to the ill, including AIDS patients, and all in need, but it is Spirit that frees you of bad habits and bad commitments. You are free as you allow God to have His way.



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Thank You !

Donors make the work of our Association possible. Our Board of Trustees created this as one of several ways to acknowledge each of you who put financial feet on our ever-expanding vision. Whether you give to our General Fund, which supports our day-to-day operations, or to a designated Development Fund, which supports creation of our Living Curriculum, STARlight, future building needs, and other special projects, your support is gratefully acknowledged and recognized. Every ministry, every Contributing Friend, at every level of support makes a real difference in the services we provide. You are part of our ongoing prayer circle of love. We invite you to join your prayers with ours as we say a special THANK YOU to all these individuals and ministries.

(Any omissions due to our press date will be included in the next CONTACT. This list reflects total gifts received from August 1, 1995, to July 31, 1996.)

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Nancy Leahy
Maureen A. Levy
Roleen C. Lewis
Ana Josefa Lopez
Julie Ruth Mack
Carole Mahaffey
Helen Brown Mantooth
Ruth T. Marshall
Lynwood Martin
Carole Spearin McCauley
Betty Jane McDaniel
Diana H. McDaniel
Ara Helen McDonald
Donald McKey
John H. McMurphy
Janet Meschi
Robert Mitchell
Tom & Dee Moore
Faith & Michael Moran
Mary Anne Muller

Fran Neukirch
Donald O'Connor
Barbara V. O'Hearne
Betty Owens
E. Bruce Paddock
Don & Sue Pedretti
Ora Pels
Marion Penrod
Joyce Fisher Pierce
Dorothea N. Pope
Frank and Margaret Pounders
Beatrice Quatroke
Roy J. Rackley
Gloria Ramirez
William T. Reynolds
Ann Ripley
Bette T. Robinson
Norma Iris Rosado
Alan Rowbotham
Marjorie Russell
Alfreda St. Tours
Aldon Samaha
Emily Sanford
Larry & Denise Schellink
D'Arbra Schneider
Jimmie L. Scott
Ralph Seelig
Edna Sessions
Diane M. Sickler
Donald Sirkin
Edie & Tom Skaltzky
Jean Slockbower
Mary Smith
Nancy & David Smith
Pam Smith
Richard & Rita Smith
Ernest & Mary Snook
Gertrude Stanley
John Strickland
Dee E. Suddarth
Beth Ann Suggs
M. Thevenot
Constance M. Thibault
Thomas Thorpe
Will Tuttle
Karen H. Uebler
Patricia M. Valdiviez
Barry Vennard
Dorothy A. Villman
Robin Wade
Donna Walker
Marielyn Waumans
Sandra Weinser
Carolyn Clark Wiggin
Charmian M. Williams
Peggy Wolf
Eva M. Wolff
Carol Jean Wright

New Policy Regarding Association Yearbook

All member ministries contributing \$70 or more annually to the Association will receive one complimentary copy of the 1997 Yearbook.

Yearbooks may be ordered for \$30 each. All Yearbooks will be shipped after January committee meetings.

Association of Unity Churches: FINANCIAL STATEMENT



**As of April 30, 1996:
General Fund:**

	<u>April</u>	<u>Year to Date Actual</u>
INCOME		
Love Offerings	\$73,586.11	\$788,631.11
Other Income	<u>10,329.43</u>	<u>67,075.80</u>
	83,915.54	855,706.91
Less: Tithe to Expansion	(7,938.66)	(78,522.95)
Add: Others Transfer	<u>1,344.23</u>	<u>4,980.02</u>
	<u>77,321.11</u>	<u>782,163.98</u>
Gross Profit Material	<u>2,935.88</u>	<u>87,153.29</u>
TOTAL INCOME	<u>\$80,256.99</u>	<u>\$869,317.27</u>
EXPENSE	<u>\$82,140.99</u>	<u>\$842,824.64</u>
INCOME OVER (UNDER) EXPENSE:	<u>\$ (1,884.00)</u>	<u>\$ 26,492.63</u>

Unity School Contribution: **March 1996: \$12,001.43 Year to Date: \$153,818.65**

This is a nonledger item income, representing publication, supplies discounts, etc.

Development Fund (Building Campaign/STARlight/Living Curriculum):

Income	<u>April</u>	<u>Year to Date (Actual)</u>
Love Offerings—Living Curriculum	\$ 9,667.03	\$ 81,544.82
Love Offerings—STARlight	4,452.01	36,879.97
Love Offerings—Other	5,618.78	10,786.99
Other Income	<u>2,045.69</u>	<u>9,423.94</u>
Campaign Income Total:	<u>\$21,783.51</u>	<u>\$138,635.72</u>
Grant Income—Templeton Foundation	<u>0.00</u>	<u>65,000.00</u>
Gross Income	<u>\$21,783.51</u>	<u>\$203,635.72</u>
Less: Transfer To Other Funds		
To Curriculum Fund	(7,250.27)	(61,158.62)
To Int'l Ministry	(1,088.00)	(9,670.51)
To General Fund	(2,176.00)	(19,341.02)
To Building Fund	(361.34)	(4,237.01)
Total Transfer Out	<u>(14,625.61)</u>	<u>(98,157.16)</u>
Add: Transfer from Other Funds		
From Contributing Friends	831.77	10,819.00
From General Fund		3,542.00
Total Transfer	<u>831.77</u>	<u>14,361.00</u>
Net Income Available	<u>\$ 7,989.67</u>	<u>\$119,839.56</u>
Expense from Grant Income	0.00	\$65,000.00
Expense from Love Offerings	\$ 10,185.56	\$ 47,282.81
Total Operating Expense	<u>\$ 10,185.56</u>	<u>\$ 112,282.81</u>
INCOME OVER (UNDER) EXPENSE:	<u>\$ (2,195.89)</u>	<u>\$ 7,556.75</u>

**"Thank you
for your contri-
bution. We see
the door opening
for limitless
outpouring of
the abundance of
Spirit into your
life and into
your ministry."**



CONFLICT MANAGEMENT

Gary Simmons • SCUCA Regional Representative

"We can minimize the negative effects of conflict only when it becomes our intention to learn and grow from our experience."

Embracing Conflict in Unity Minister

Conflict Levels, Trends, and Tendencies

A question frequently asked during my conflict management workshops and training is, "How can I prevent conflict in my ministry?"

You probably already know the answer. We can no more prevent conflict from arising in our churches than we can prevent challenges from arising in our personal lives. The questions we need to be asking instead are: How can we embrace conflict in such a way as to use it as a positive force for growth and transformation? How can we work with situations and circumstances in a principle-centered way without compromising our own dignity and authenticity? How can we manage personalities, egos, and competing needs without damaging relationships or abdicating our responsibilities as leaders and professionals?

These questions have relevancy when we consider our purpose as Unity ministers, teachers, and lay leaders. We can minimize the negative effects of conflict only when it becomes our intention to learn and grow from our experience. However, when defensiveness, blame, and attempts to control others occur, there is little chance that we are in a learning mode. A movement back to center and principle comes when we acknowledge our role in creating the experiences which appear adversarial to us.

Serving as regional representative and assisting other regions in implementing their conflict management process, I have had the opportunity to work with conflicted ministries throughout the Association. This has enabled me to observe some universal principles regarding conflict in Unity ministry which are factors relating to the likelihood of disputants working positively toward amicable solutions. Perhaps in becoming more aware of some of the trends and tendencies evident in conflicted ministries, we can prevent some of the more negative effects of conflict in our churches.

Here are some principles and "rules of thumb" relating to the management of conflict.

- 1) Conflict arises in the context of relationships.

- 2) While no one person is the cause of a conflict, the minister's interpersonal skills and resources are closely associated with the perception of competency.
- 3) As a general rule, a disputant who displays any number of the following behaviors will intensify conflict, move away from resolution, and run the risk of damaging vital relationships.
 - a. Blaming of others
 - b. Belligerence or hostility
 - c. Triangulation
 - d. Breaking of confidences
 - e. Not taking responsibility for his/her role in the conflict
 - f. Assumes a victim role
 - g. Is overly defensive
 - h. Needs to be right.

When this is the case, the consultant team helps move individuals into greater ownership and responsibility for their part in the process so the substantive issues may be addressed.

- 4) Conflict is managed best at lower levels. We categorize conflict intensity in terms of five levels of conflict. Level 1 is called Problems to Solve. Level 2 is Disagreements. Level 3 is Contest. Level 4 is termed Fight or Flight, and level 5 is Intractable Situations.
- 5) Problems and disagreement conflicts can be managed without intervention by the parties involved providing they remain focused on the issues and not personalities. The lack of clear, ample communication between groups, conflicting authorities, conflict over decision modes, unmet needs for inclusion and disproportionate use of power can polarize individuals or groups, causing conflict to move to level 3.
- 6) Most level 2 conflict issues can be effectively addressed through collaborative processes. A call to the regional representative can provide the assistance necessary to work with the issues.
- 7) When conflict has intensified to a level 3, it's time to call for on-site assistance. This level of conflict is typified by parties needing to get their way or be perceived as being right. When parties are motivated to win at the ex-

If you would like more information about conflict management, contact your regional representative. If you would like to host a workshop on embracing conflict, please contact Gary Simmons at 501-442-0680; or e-mail Gary: Gsconflict@AOL.com

Continued. . .

pense of others feeling diminished, everyone in the community suffers. When conflict management is implemented at this level it is possible to effectively address substantive issues which will lead to a deepening of vital relationships and community building.

- 8) Most of our calls for conflict management occur when conflict levels are at high level 3 moving quickly to level 4 and beyond.
- 9) When conflict moves to level 4 (Fight or Flight) it is likely that significant damage has been done to vital relationships. In this case, it is likely that the minister will leave the church within a year. (There are a few exceptions to this trend when conflict management is implemented.)
- 10) Leadership style and church size is a factor in many conflicts. If you are a program minister of a pastoral size church you could be creating problems

by a mismatch of your leadership styles.

- 11) Many conflicts stem from a lack of a clearly articulated mission statement and a shared community vision. A mission and vision statement provides direction and defined goals.
- 12) Conflict in Family and Pastoral size churches is often driven by family systems issues. Churches under 150 members have a deep-seated culture often nurtured by a long-standing matriarch/patriarch figure. Resistance is futile!
- 13) Conflict in Program and Corporate size churches is often driven by structural problems and competency concerns.
- 14) Mistakes happen. No one possesses the ability to be totally resourceful in every moment. This is another source of conflict in ministry. The problem with ministers, teachers, and lay leaders when mistakes are underlying

church problems is not the mistakes themselves, but what people do to defend themselves and their need to save face. The conflict management process places mistakes and errors in judgment in their proper place, in the past, and works to help participants take a healthy look at themselves so that the conflict is not about being right; it's about learning and community development.

If any of this information has raised questions within you, I encourage you to contact your regional representative and talk about what is happening for you. I also encourage all ministers, teachers, and lay leaders to participate in conflict management training offered in the regions and at national conference. These workshops and training sessions offer the tools to manage and embrace conflict in ministry and in daily life.

Letter

Cont'd from page 2

and went back to my car. Then I noticed that the lady behind me was doing the same thing I did. She parked the car and went into the shop to pay for the gas. As I left she waived at me and said, "thank you."

You see, at that moment I heard the voice, and I made a difference. Of course, there have been those other times when I have not heard the voice and it has also made a difference. Let us all listen to the Inner Voice asking ourselves, "Is this something good for me? Is this something good for my church, my office, my home, my friends, the whole universe?" If the answer is "yes" and you feel at peace, then go for it because you will be serving God.

In love,

Norma

Queridos amigos,

El hombre está en un continuo crecimiento y evolución de su naturaleza interna. En este proceso se hace diferentes preguntas. En su mayoría ellas son trascendentes y pueden o no tener una respuesta específica.

Una de las preguntas que recientemente ha llegado a mi mente durante las últimas semanas ha sido ¿A quién sirvo? La búsqueda de respuesta a ella me ha ayudado a delinear mi posición como presidente de nuestra Junta de Directores.

¿A quién sirvo? Dice Josué al pueblo de Israel: "Decid ustedes hoy a quien serviréis porque en cuanto a mi y a mi casa serviremos a Jehová." Emilie Cady, en su libro *Lecciones Acerca de la Verdad*, establece que todo sufrimiento llega al hombre porque cree que sirve a la carne. ¿A quién sirvo? Sirvo a la carne o sirvo a Dios?

Contemplándome he descubierto que he servido a ambos, a Dios y a la carne. Aún como ministro de Dios he servido a ambos. Aún cuando siempre he pensado en mí misma como una ministro comprometida y dedicada he servido a ambos.

¿Habrá sucedido lo mismo contigo? ¿Habrá sucedido lo mismo con nuestra Asociación con nuestro movimiento Unity? Sí, yo creo que también puede ser cierto para todos nosotros.

Vamos. . . ¿Hemos pensado, alguna vez que debemos ser reconocidos y agasajados por lo que hacemos? Sí. ¿Hemos pensado que merecemos una posición más que otra persona? Sí. ¿Hemos escuchado

el clamor y el rumor de lo externo más que lo que hemos oído la voz de Dios? Sí. ¿Nos hemos arrepentido de haber hecho algo porque no era lo que debíamos hacer? Sí. Todos nosotros podemos contestar sí a cualesquiera de estas preguntas.

En este sentido, todos nosotros, nuestra Asociación y nuestro movimiento Unity hemos servido a ambos, a Dios y a Mammón. ¿Deseamos cambiar este hecho? ¿Deseamos cambiar nuestro sendero y convertirlo en uno realmente espiritual donde trabajemos solo para el servicio al Padre? ¿Deseamos ser ministros de Dios o deseamos continuar como estamos, sirviendo a Dios, nuestros egos y el mundo?

¿A quién he servido? ¿A quién deseo servir? Yo he estado sirviendo a Dios y al mundo. Hoy, siento una gran urgencia de servir sólo a Dios. No quiero tener por más tiempo mi casa dividida.

Yo deseo ser quien conteste: "Sí, sí Padre, Tu voluntad y no la mía sea hecha. Nada perturbará mi paz, porque tú eres mi paz. A ti yo me rindo."

Puede ocurrir que aún cuando pronunciemos estas palabras todavía sintamos algún temor en nuestro corazón. Si

See LETTER on page 26

EDUCATION NEWS



Martha Mosley • Vice President of Education

"We are grateful to you and for you as we move forward toward a future filled with pure potential."

God has greater things in store for you than you can possibly imagine.

Those words are an affirmation shared with many by Lassie Rosencrans, Unity minister in West Palm Beach, Florida, and I can think of no more appropriate words at this moment for the Education Department nor for myself. I am deeply honored and more than a little humbled by this new opportunity to serve as the Vice President of Education.

Many of you have offered words of congratulations, support, and/or encouragement, for which I am touched and I thank you. All of you as our partners in creating programs and services, and as consumers of those products and services, will continue to have much to do with the success of this department. Your active interest, love, support, and commitment to the education of children, teens, and adults has been the fuel that has thrust this department forward toward its future. I invite you to share the journey with us—to offer your ideas and feedback, your encouragement and critique, your creativity and passion. We are grateful to you and for you as we move forward toward a future filled with pure potential.

As we find ourselves on the way toward new horizons we have, for the first time in over a year, a fully staffed department. Your education staff is as follows: Anna Andes, Curriculum Coordinator; Juli Ann Boehm, Children's Coordinator; Dorothy Genske, Licensed Teacher Coordinator; Cherie Larkin, Teen/Young Adult Coordinator; Kelly Stewart, Program Assistant; C. J. Southern, Education Assistant; Tom Thorpe, Chair of Ministry Studies and Skills; and Martha Mosley, Vice President of Education. Our warmest welcome to Juli Ann and Kelly as our two newest staff members. Kelly began work in mid July and Juli Ann in mid August. It is a privilege to serve with this cadre of highly committed, well qualified individuals who, even now, are becoming a dynamic team.

Individually and collectively we are committed to excellence in programming, products, and services. If we may assist you in any way, please let us know. If you have ideas to share with us, please let us know. If there is a program need that you see, please let us know. We will make every effort to incorporate your ideas, to provide assistance, and to offer programs for which there is a need. Thank you for your support, and we look forward to a bright, promising future together.

Letter

Cont'd from page 25

así ocurre, debemos comenzar de nuevo. La Verdad de que Dios es nuestra única Fuente prevalecerá. Al final, todos veremos la luz. Volvamos a lo básico a nuestras enseñanzas fundamentales, a aquellas que Jesús enseñó. Porgámoslas en acción en todas partes: nuestros hogares, nuestras oficinas, en las calles, en nuestras iglesias, en nuestra Asociación, en el mundo. Seamos modelos para nosotros y para el universo.

Recuerdo un pequeño incidente en el cual fui modelo porque escuché mi voz interior. Ocurrió durante uno de mis viajes a las oficinas de nuestra Asociación. Cuando regresaba al aeropuerto entré a una estación de gasolina para llenar el tanque de mi carro. Mientras esperaba en la fila para

echar la gasolina noté que el conductor del frente dejó el carro y se dirigió a pagar a una pequeña tiendita que había en el garage. Entró al lugar y el tiempo transcurría sin que él regresara.

Mientras tanto yo me preguntaba, si sería posible que todos lo que estuviéramos en fila luego de echar nuestra gasolina, moviésemos el auto a un punto del garage, estacionáramos y fuésemos a pagar luego. Esto nos ayudaría a todos a acelerar el proceso de compra. Mi respuesta fue sí. Mientras el conductor estaba en la tienda yo busqué donde estaba el tanque de la gasolina en mi carro, saludé a la señora que conducía el auto detrás del mío e intercambiamos algunas palabras. Quizás

See LETTER on page 27

LICENSED TEACHER NEWS

Dorothy Genske • Licensed Teacher Coordinator



I Pinned James Dillet Freeman

It all started with a question, "Dorothy, have you ever thought of the licensed teachers having their own pin?" "Yes, Dick," I said. "As a matter of fact I have. I agree our licensed Unity teachers should have their own pin."

It was Richard Everts, Unity minister from Unity Truth Center in Indianapolis, Indiana, who posed this question to me at our Education Committee meeting. That was January, 1995, and little did I realize at that particular moment that by Licensed Teacher Postgraduate Week in June our licensed teacher's pin would become a reality.

A big thanks to Bud Mosley, our Purchasing/Warehouse Manager, who was the key person in making the necessary arrangements for our licensed teacher pin to take shape. My only directions were: "I don't want it to be any larger than a dime. It has to have our Association's logo, our Unity colors, and the inscription 'Licensed Unity Teacher' on it."

The finished product was exactly what I had ordered and more. For the words "Licensed Unity Teacher" were etched in gold. How impressive!



Dorothy Genske "pins" James Dillet Freeman at the Licensed Teacher Postgraduate Banquet.

Last June at our Licensed Teacher Postgraduate Banquet, James Dillet Freeman spoke to us, telling us a brief history of the licensed teacher program and praising us for our wonderful work of service in the Unity movement. He closed by saying, "You licensed Unity teachers should have your own pin!"

Upon hearing his kind words, I couldn't help but ask, "James Dillet Freeman, would you like a licensed Unity teacher pin?" With arms outstretched, a broad grin on his face, he proclaimed, "Boy, would I ever!" As you can see in our photo, I pinned James Dillet Freeman! In fact, he was the first to receive a licensed teacher pin that evening.

Later during our candlelighting ceremony in the Rose Garden at Unity Village, over 50 licensed teachers recited their own Licensed Unity Teacher Covenant. This indeed was a precious moment, a time to pause and reflect, to remember our first two other Unity teachers, who made a similar covenant over 100 years ago. Thank you, Charles and Myrtle for making your dream our reality!

Letter

Cont'd from page 26

diez o quince minutos después el conductor regresó con un bolso lleno de . . .yo no sé qué, encendió el auto y siguió su camino.

Cuando llegó mi turno, eché la gasolina, moví mi auto y lo estacioné en un punto, fui pagué la gasolina y regresé por mi auto. Entonces noté que la señora que estaba detrás de mí hacía lo mismo que yo había hecho. Estacionó su carro y se dirigía a la tienda a pagar. Al verme, me despidió con la mano y me dijo "gracias."

Ves, en ese momento, yo escuché la voz e hice la diferencia. Por supuesto, ha habido ocasiones en que no escuché la voz y también hice una diferencia. Escuchemos todos nuestra interna voz y preguntémonos, es esto algo bueno para mí. ¿Es esto algo bueno para mi iglesia, mi oficina, mi hogar, mis amigos, el universo todo. Si la respuesta es sí y está en paz, entonces hazlo porque estarás sirviendo a Dios.

En amor,

Norma

"During our candlelighting ceremony. . . over 50 teachers recited their own licensed Unity teacher covenant."

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Important Dates for: 1996

Skills Demonstration Seminar

Nov. 9-15

1997

L & O

Jan. 13-16

Mid-Year Meetings

Jan. 13-22

Regional Education Services Consultants

Feb. 19-25

Field Licensing Seminar Year 1 & 2

March 9-14

Skills Demonstration Seminar

Mar. 29-April 4

Spiritual Board Seminar

April 12-18

L & O

June 1-5

Pre-conference

June 5-7

Conference (Adams Mark Hotel/Kansas City, MO)

June 10-14

Certified Spiritual Educators

June 21-27

Licensed Teacher Postgraduate Week

June 21-27

Skills Demonstration Seminar

July 26-Aug. 1

Y.O.U. Conference

July 29-Aug. 4

A.O.U. Conference

August 9-15

Executive Committee Meetings

Sept. 4-10

Spiritual Board Seminar

October 11-17

Skills Demonstration Seminar

November 15-21

1996 Regional Conferences

West Central
Eastern
Southeastern
South Central

Oct. 2-4
Oct. 6-10
Oct. 7-11
Oct. 14-18

Asilomar - Pacific Grove, CA
Hamilton, Ontario, Canada
Jekyll Island, GA
Unity Village, MO

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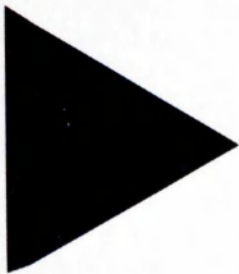


Published by the Association of Unity Churches



Contact

Vol. 30, Issue 5 December 1996/January 1997

December 1996/January 1997

Letter from the Chair



Norma Iris Rosado • Asociacion Unity • Santurce, Puerto Rico

"(Visiting the regions (and) international countries and feeling the support and love of each group really empowers me."

(Article in English and Spanish)

Dare to Believe — A New Opportunity

Dear friends and colleagues,

Jesus said, "If you have faith as a mustard seed, you will say to the mountain 'move' and it will move." Sometimes even we who are teachers, students, and ministers of Truth forget about this statement.

I remember once when I was to be in front of my L. & O Committee (ordained by exceptions, 1984), Charles Neal, who was the Director of Ministries Services, invited me to attend the *Daily Word* prayer that was held in our Association's office every day at 8:00 a.m. I went to the prayer meeting with some mixed feelings. I was surprised by the invitation, and I was grateful I had the opportunity to pray with some other people during that important day in my life. When I was there I felt that I wanted to lead the prayer. Guess what? There was an answer to my wish. Charles looked at me and asked, "Norma, would you like to lead us in prayer?" For a moment I was shocked; there was that inner voice saying "do it, do it, do it"; there was the beating in my heart, accelerating and at the same time I felt afraid. Then my answer came, "No, thank you." Instantly I was repentant. But, no way, José. Charles had looked at Hypatia Hasbrouck and had asked, "Hypatia, would you lead us in prayer?" To his question, she graciously answered, "Yes, I will." While she was leading, I was seated there, not praying, but struggling and arguing with myself. When we finished I left the office still arguing and struggling at myself. I went for a walk on the grounds, asking, "Why Norma, why didn't you do it? Was it for the language? Was it for the place? Was it for the people? That was easy. You are used to that in Puerto Rico everyday. Why, why, why?" The answer came from the inside, "Because of your little faith." "My little faith?" I replied, "I have faith." "Yes, but not the kind of faith that dares to believe."

What a lesson! Instantly there came to my mind the incident where the disciples could not heal the lunatic boy but Jesus did. Astonished, the disciples asked, "Why couldn't we?" They got the same answer, "Because of your little faith."

I left the grounds and went to my room at the Best Western Motel (no other motel was available at that time). There I sat down and wrote my talk for my L. & O interview. Can you guess what my title was? "Dare to Believe." During my talk I dared to threaten the ministers in the committee by saying, "Ministers of Unity, do you dare to believe? Do you really dare to believe that you are all one with God? Do you dare to believe that you can do everything with God as your only companion?"

Time has passed and I have had not only one, but two, three, four and many, many, many more opportunities to really dare to believe. One of those great opportunities is the one I am living right now with each one of you as my companion, and that is to really dare to believe I can do this work. Visiting the regions, each one with its own characteristics and personalities, visiting international countries which I had not visited before and feeling the support and love of each group really empowers me.

Everyday I ask myself, "What is my mission here? Why me during this transitional period? Why me at this moment of our history?" Yes, we are always searching, yes we are always asking for answers. Sometimes we get clear and definite responses; sometimes we don't. During my visits I have gotten some clear and definite responses to my personal inquiries and also some clear and definite answers from some of you regarding matters that concern our Association. I have also been asked questions as to where we are moving from here. What is our next step? How will we incorporate the lay people? What will be the role for the licensed Unity teachers? Will there be a change in the wording of our mission? Will there be a change in our vision? What about our goals? How is it that regions can participate more efficiently

See *LETTER* on page 26, col. 1

Volume 30, Issue 6
December 1996/January 1997

CONTACT STAFF:

Editor-in-Chief - Glenn Mosley
Supervising Editor - Joann Landreth
Managing Editor - Cheryl Vestal

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.

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

PRESIDENT'S LETTER

Glenn R. Mosley • President



Our Holiday Prayer:

*To be socially and scientifically aware,
spiritually wise, and intuitively perceptive*

As we near another Christmas holiday, a new year, a new decade, a new century, and a new millennium, from both scientific and religious perspectives, it is becoming painfully clear that now is the time to cease succumbing to the temptation of separatism. Now is the time to turn the mirror of reflection upon our fellow human beings and to discover ourselves in them. Doing this allows us to see the sincerity of others and the depth of the meaning of their faith to them. By no means do we dilute our own faith or our understanding of God-Spirit; by looking at and accommodating the complexities of multitudes of religious belief systems, we enrich and increase our own faith and understanding of God-Spirit.

There is no real wall of difference separating individuals or religious groups, for all have but one goal: to know their God self consciously. Worshipers of all beliefs receive help from God-Spirit, for each is an expression of the one Spirit, or breath, or movement that *is* God-Spirit. At no time is any person or *anything* separated from God-Spirit for there can be no existence for anyone apart from this Spirit of Good, the "... one body and one Spirit. ... one God and Father of all, who is above all and through all and in all" (Ephesians 4:4 & 6/NRSV). The degree and amount of help we receive from the God self depends not on God-Spirit's hesitancy or willingness, but upon our own receptivity, irrespective of beliefs of the group or groups to which we belong.

The relationship of God-Spirit, and God-Spirit manifest as humankind, is like that of a wheel and its spokes: the hub represents God-Spirit, and the spokes represent all humankind. The nearer we come to understanding our sisters and brothers of all races, colors, nationalities, and religious persuasions, the nearer we come in thinking and feeling to the hub, God-Spirit. When, in our own deepest experiences of life, we feel that we are standing in the very presence of God-Spirit, then we lose all sense of separation, and know only oneness. In a sense of separation from our fellow beings, we are at the end of the spoke, and we get a repeated view of the ground, or even mud; at the

center, or hub, we join the world's religious mystics in ability to "... love your neighbor as yourself" (Mark 12:30/NRSV), and to see the neighbor as walking a path of abundant good and in the way that is right for him/her.

Throughout the evolution of religious movements, there has existed this paradox: the more a person took pride on having found *the ultimate Truth*, the more she/he was annoyed with those who felt they had found Truth some other way and in another place. Here, then, were sincere people kept apart by the degree of Truth each felt he/she had found. Professing to love God-Spirit, one could not love others who made the same profession.

On my first visit to Israel during the spring following the Seven-Day War of 1967, the tour bus in which I arrived in East Jerusalem was stopped at midnight a block from my hotel. When the driver turned off the engine and lights, we all realized that we were in a blackout. The loud, forceful explosion that followed not only rattled the windows of the bus, but "rocked" the bus for a bit as well. The Arab home which had housed a band of terrorists and which was bombed by the Israeli military had been built of stone with walls and floors one to two feet thick.

In viewing the ruins the next day I found myself among only tourists, not natives of Jerusalem. The greatest empathy was not expressed by Arab neighbors, but by the Israeli mayor of Jerusalem, because of his efforts to integrate and unite the two sections of the long-divided city.

Like the mayor of Jerusalem, it is helpful if one knows that whether we are concerned with what appears to be a surfeit of scientific discoveries, coming at us at such mercurial speed as to make ingestion and comprehension nearly impossible, much less comfortable, or a profusion of factious religions, nationalities, or races, that in all those diversities is the microgamete beginnings for the experience of oneness or unity with people and all creation.

The holy city of Jerusalem is not more nor less sacred than Hiroshima, Hai Phong, London, Munich, Beijing, or Los Angeles. The holy days observed by Moslems, Buddhists, Jews, and Christians are not more nor less holy than any other day. No man or woman is more nor less holy

See PRAYER on page 15, col. 1

**"Now is the
time to turn the
mirror of reflection upon our
fellow human
beings and to
discover ourselves in them."**



DEVELOPMENT NEWS

Shay St. John • Vice President of Development

"Enroll people in the growth of the ministry as you communicate a contagious vision that inspires personal spiritual awakening. . ."

"How do we begin a fund raising program?"

"Shay, we need you to get money for our church NOW!"

"We've got to build soon, and we don't have the funds. What can we do?"

These are not unusual phone conversations. More churches are realizing the importance of a consistent, ongoing fund raising program.

"But Unity doesn't do fund raising!" This statement will be heard when a ministry steps forth to fund a capital campaign, invite planned gifts or strengthen the General Fund.

The myth that Unity does not ask for money is deeply ingrained. To the Silent Unity worker who asked to pray that the money didn't run out, Myrtle Fillmore did respond, "No. Let us pray that our faith doesn't run out." Hers was the perfect response to this request. However, it was not Myrtle's—nor Charles'—intent that this statement become their "teaching" regarding raising money. (For information on how the Fillmores put the financial feet on their vision, order a **Resource Development Manual** from our order department. It contains priceless information on many additional areas, including General Fund, capital campaigns, planned giving, grants, volunteers, boards and strategic planning.)

Begin fund raising work gently—but clearly and consistently. Educate and clarify congregants regarding the finances of the ministry. Develop a sense of ownership among those who support your vision. Enroll people in the growth of the ministry as you communicate a contagious vision that inspires personal spiritual awakening, volunteering, community service and outreach beyond the walls of the church.

Each step you take today opens the way for your next step forward as you put the financial feet on your dreams! The following are simple things you can do to prepare the way for an active development program. Check off each item as you implement it in your ministry.

☐ **1. Enroll the Board FIRST!** Board support is crucial to success. Be sure each board member understands and owns the vision ahead. Include

fund raising as an important part of the board's job description.

☐ **2 Anchor staff and key volunteers** as ambassadors of the vision and vital team members. Encourage clear communication and applaud the work they are doing. Build trust levels as you share the dreams before the church and emphasize the difference their service makes.

☐ **3 Keep an accurate and GROWING mailing list!** This is your most consistent link with every person touched by the ministry and it is your most cost effective way to communicate. Do not remove names from your mailing list unless there is a specific request, the post office has no forwarding address or you have clear information that mailings are no longer wanted.

☐ **4. Use your newsletter for inspiration as well as information.** Let it speak for you across the miles as well as bridge gaps in time. Always proof it for: visual appeal; inspirational content; accurate news information; welcome to all to attend services, classes, and special events; and clarity—even for those who know very little about Unity.

☐ **5. Commit to donor financial accountability.** Good stewardship is essential as you build trust and inspire significant support among your congregants. How do you report the flow of funds into and through the ministry? How often?

Simple cash flow statements in the newsletter work! One easy-to-understand format is this:

Income for (month)	\$ 12,000
Expenses	- 9,800
Tithes sent forth	- <u>1,200</u>
Balance at month end	\$ 1,000

Follow this with a Truth statement. For example: "God is the Source of our supply and YOU are the loving instruments through whom God works. Thank you for your ongoing support of this ministry's vision. Our tithes this month were sent to: . . ."

Next issue we will explore more ideas in these beginning steps to the creation of a vital development ministry in your church.

Don't forget to order your own **Resource Development Manual** today.

MINISTRY EMPLOYMENT & EXPANSION SERVICES

Joann Landreth, Vice President of Ministry Employment & Expansion Services



Placement Renamed Ministry Employment Services

The systems analyst, David Renz, who worked with the Association of Unity Churches this past year found that there was some confusion among ministers and church boards about the placement department. The Association does not place ministers but is a clearinghouse of information. It was the recommendation of Dr. David Renz that the placement department be renamed to more clearly define its function. In consultation with the Association's legal counsel, the Executive Committee for the Association approved renaming the Placement/Expansion Department as Ministry Employment & Expansion Services.

The Association's Ministry Employment Services is an equal employment opportunity service and functions in a democratic way.

Ministers seeking a ministry to serve contact the Ministry Employment Services office for procedures to prepare a resume and for a list of churches seeking a new minister.

Church boards in search of a new minister contact the Ministry Employment office and a Church Vacancy packet is mailed. The board will complete the church vacancy form and return it with a recent annual financial report as well as the church bylaws to the Ministry Employment Services office.

Staff members will facilitate the process of sharing the church profile with interested ministers. Resumes of interested ministers will be mailed to the open church.

Ministers and church boards should work through the Ministry Employment Services office. Bypassing the process results in the church employing someone *not eligible* for employment. Ministers who bypass the Ministry Employment Services violate the Association policy, which results in their becoming not eligible for employ-

ment, and a meeting with the Ministry Employment Services Committee (formerly Placement Committee) would then be required.

The church board and search committee receives and interviews ministerial candidates, gathers feedback from the membership and employs the new minister. (In some states and in accordance with bylaws of the employment the new minister is ratified by the membership.

It is our sincere desire to serve you as efficiently as possible during this transitional period of time. **Minister's Letter** listing church vacancies is mailed every two months, and the employment hotline provides weekly updates on ministries employment and new church openings.

It is the church board's responsibility to check the ministerial applicant's references and previous employment record.

It is the ministerial applicant's responsibility to review as thoroughly as possible the church's history through reviewing the church financial records, board and membership minutes, bylaws, as well as asking pertinent and relevant questions.

For questions on Ministry Employment Services please call the Vice President of Ministry Employment Services, Joann Landreth, at 816-524-7414, extension 337; or her assistant, Linda Willoughby at extension 341.

The activity of God's Spirit lights our way and guides us all through the employment process. God bless you always!

Good News!

Caring NOW! A Living Curriculum has been given a gift. A gift by the Templeton Foundation for a matching funds grant of \$150,000 until April, 1997. Your financial support—your caring now—has a double impact on the lives of children, youth, and families.

Thank you for **Caring NOW!**

"The Association of Unity Churches does not place ministers but is a clearinghouse of information."



“The work-shops offered by the Radio/Media Department include all the steps your ministry will take to reach out into your community. . .”

Reaching Out—Using Media

“Reaching Out—Using Media” will be the new name for our workshops and classes scheduled for 1997. The workshops and classes offered by the Radio/Media Department include all the steps your ministry will take to reach out into your community, beginning with organizing your media/public relations committee, working with all types of media—newspapers, radio, TV, cable, and direct mailing, through creating final productions for broadcasting. Classes will be offered at CEP sessions at Unity Village three times in 1997, and an MEP elective is scheduled for spring 1997.

Our “Reaching Out—Using Media” workshop is included in the Association Board Seminar and Licensed Unity Teacher Postgraduate Week at Unity Village. Our workshop can be included in your regional meetings and conferences. Or I can present this workshop for a group of Unity churches/study groups. Often two or more Unity ministries work together and offer this workshop to the licensed teachers in their ministries and to any interested congregants. The excitement and enthusiasm from the workshop ignites everyone and soon media committees are organized and plans move forward rapidly.

“Reaching Out—Using Media” workshops count as five postgraduate credits for ministers and licensed teachers. Materials and sample cassettes of radio spots and PSA’s are provided to each attendee. My travel, lodging, and supply costs are paid by the Radio/Media Department. If you are interested in a “Reaching Out—Using Media” workshop in your area, please call me at (816) 524-7414, extension 343.

The Radio/Media Department offers telephone consultation and material for all types of media and can assist you as you move forward with your media plans. We are here to support you and your

ministry in any way we can. We believe Unity has an important message that needs to be heard and the world is ready—the time is now!

What Your Radio Station Wants From You

Part 2

(The first half of this survey was printed in the August/September *Contact*.)

The Public Media Division of United Methodist Communications talked to radio stations across the nation asking them what they want from Methodist churches, and churches in general. The answers from these radio stations may surprise you. . .

Continued. . .

New Products Designed for your Guest Packet!

In English or Spanish!

The “What Is Unity?” master cassette is now available in English or Spanish. With a seven minute narrative explaining Unity on Side 1 and an eight minute prayer/meditation on Side 2, this master cassette is ready for you to duplicate for your guest packets. Order directly from Radio/Media, “What Is Unity?” \$6.00. Specify English (#17-0001) or Spanish (#17-0002)!

The radio ministries staff of United Methodist Communications mailed a simple survey to several hundred radio stations across the nation in hopes of finding out what those stations would prefer from churches. A computer which included the full 11,000 listing of radio stations randomly selected 500 stations in small towns as well as the largest cities in every state in the nation, stations with the smallest signal all the way up to the strongest allowable signal. In addition, they asked annual conference communicators to submit the same questionnaire to station personnel with whom they work.

The response was impressive. One hundred and eighty-one stations from 37 states completed the survey questionnaire with evidence of having spent considerable time and concern to continue this conversation. This alone told them that the assumption that stations do not care about a church's message was obviously misguided. In fact, the stations seem to regard the document as an occasion to tell churches they welcomed further conversations about future projects.

The actual questions from the survey will be printed in bold type to be followed by some of the implications related to the answers.

How Important Is The Station's Format?

United Methodist Communications tried to discover the answer to this question several different ways.

Preferred material for station's format?

- 45% Generic materials for all releases
- 31% Receiving material just for our format
- 24% Various spots for various formats within same release

Apparently, stations would prefer not to have to look through a set of spots for various formats. In fact, almost half of the stations said they would find it easier to receive and use generic materials that can be used on a variety of formats.

How important is it that the materials stick to the station's format?

- 62% Generally adhere in format concept
- 29% No issue
- 9% Narration and every spot of background music and narration must adhere

Good spot and program material would appear to transcend program formats, though if the creator of the material is able to comply with the station's format, so much the better. This presents a clue to the wise: with limited time available and stations having many choices of material available, the church broadcaster who really wishes to have material used will probably consider ways to adapt the materials to various formats.

(The following survey questions appear to apply to more to public service announcements than to paid spots.)

How important is receiving a separate copy for AM and FM?

- 81% Not needed
- 12% Helpful most of the time
- 7% Necessary the two stations share such materials

Again, a quality spot will get passed down the hall. Though, if your station is among the 12 percent who need a separate copy, this will be vital information to have.

How important is receiving a written script?

- 38% When subject warrants
- 33% Not needed
- 29% Always

The highest response was linked to subject matter, and this gives a clue that stations want to know when controversial or provocative topics will be included in

our material. Elsewhere in the survey, some stations indicated an interest in topics that draw attention to themselves, whereas other stations advised that they would avoid such topics.

How important is an explanatory statement with material (gives purpose of material)?

- 52% When subject warrants
- 38% Always needed
- 10% Not needed

More emphatically than in the previous question, the stations tell us they want to be warned when our materials may raise significant attention to themselves and the station. And not to be ignored is the request by stations to be given the reason behind the materials. If stations are providing the pulpit, they want to know what the sermon is to be and why it is needed.

How important is a logo of the church on packaging?

- 35% Superfluous
- 34% Somewhat helpful
- 20% Need a recognizable identity of producing group
- 11% Significant

This was one of the few places where United Methodist Communications noted a different response from the in-person visits with station personnel and the written responses. In person, the representatives told them they always checked the new materials for a familiar logo or similar notation of the program source they had found reliable in the past. However, the final total showed the indecisive response above. Their advice is to go with what they discovered during the visits and create some kind of logo to remind the station that this material did emanate from the same source they had found satisfactory previously.

Continued. . .

How important is the tag?

- 70% Local/area reference is preferred
- 22% Must appear at end
- 8% Must appear somewhere in the spot

Local is the word. In fact, several stations wrote the word "local" across several of the answer portions on the survey. At the same time, stations will use national or regional tag if it is perceived that the tag actually refers to a local entity, such as a local church of that affiliation.

Stay Tuned!

Consider these spots!

Sixty-second radio spots with 12-14 seconds for your local tags. Professionally produced in contemporary style and format—ready-for-air. Call the Radio/Media Department for a sample cassette: (816) 524-7414, ext. 343.

► Unity Holiday Series:

Twelve spots—three each for Thanksgiving, Christmas, and New Year's. Mix of men and women; great music backgrounds.

► Laws of Life:

Unity ministers, authors and others talking about "Laws of Life" for everyday living.

► Diversity, Series I:

Men and women's voices in many languages speak of peace, hope and humanity. Spots address diversity and prejudice.

Voices of Unity: Write us about your broadcast outreach and we will add your ministry to the list.

Unity of Anchorage, Anchorage, AK:

- Radio KFQD 750 AM, KLEF 98.1 FM, KEAG 97.3 FM (rotating schedule of spots)

Unity/Palm Springs, Palm Springs, CA

- Radio KDES AM 920, 8:00 a.m. & 10:00 p.m., Sun. (30 minute program)

Christ Unity Church, Sacramento, CA:

"The Best Is Yet To Be" TV program—(northern CA, southern OR, NV, AZ)

- Sacramento: Channel 42 (Cable 24 at 9:00 a.m.; Cable Channel 16, Sun., 9:00 a.m. (Public Access))
- Bay Area out of San Jose, channel 48 at 9:00 a.m.
- Santa Rosa & Marin Cnty, channel 50 at 8:30 a.m.
- Arizona: Phoenix & Prescott - Channel 27, Sun. 9:00 a.m.; Phoenix and Lower Valley - Channel 55, Sun 9:00 a.m.
- Monterey Peninsula, cable channel 22 at 9:00 a.m.

Unity Christ Ch, San Luis Obispo, CA:

- Radio KVEC 920AM, Tues. 1:00 p.m.

Unity Pyramid, Santa Maria, CA:

- Cable TV channels 21 and 22

The Transformative Ctr, Hollywd, FL

- Radio WTMJ Classical, Sun. 9:00 a.m. (30-minute program)

Unity of Sebring, Sebring, FL:

- Radio WCAL FM & WITS AM (six spots daily)

Unity of Hawaii, Honolulu, HI:

- Radio K108 1080 AM, Sun. 9:05 a.m.

Christ Universal Temple, Chicago, IL:

- TV Station 4

Unity Ch/North Shore, Evanston, IL:

- TV Cable Channel 2, Wed. & Fri. 11:30 a.m.; Sun. 2:00 p.m.

Unity Ch of Springfield, Springfield, IL:

- Radio WTAX AM 1240 (various times); TV Community Access Channel 4, Thursday 7:30 p.m.

Unity of Indianapolis, IN:

- TV Chnls 99, 20 & 53, Sun 2:00 p.m.

Unity of Cedar Rapids, IA:

- Radio WMT 600 AM, Sun. 7:15 a.m. & 9:15 p.m.

Unity Ch/Christianity, Baton Rouge, LA:

- Radio River 96.1 (4 spots daily)

Detroit Unity Temple, Detroit, MI:

- Radio WQRS 105.1 FM, M-F 5:45 a.m., Sun. 9:30 p.m.

Unity Church of Muskegon, MI:

- Cable TV Channel 24

Church of Today, Warren, MI:

- TV Channel 50 (Detroit) 8:00 a.m.
- TV Channel 33 (Cadillac) 10:00 a.m.

Christ Ch of the Hills, Branson, MO:

- Local TV Channel 6

Northside Unity, St. Louis, MO:

- Radio WGNU 920, Sat. 3:45-4:00 PM

Unity Village Chapel, Unity Village, MO:

- Radio KCMO 810 AM, Sunday 6:00 a.m. (week delay broadcast)

Unity Church/Santa Fe, NM:

- Radio KVSF 1260 AM, Sun. 8:00 a.m.
- TV PEG Access Channel 6, Fri. 6:00 p.m. (Lessons from the *Quest*)

Unity Church of P.C., Buffalo, NY:

- Radio WECK 1230 AM, Sunday 7:45 a.m. (15 minute program)

Unity Center of P.C., New York, NY:

- Radio WMXV 105.1 FM, Sunday 6:00 a.m.; Cable Ch-16, Monday 9:00 a.m. (30 minute program)

Unity of Charlotte, NC:

- Cable Vision Channel 3 & Vision Cable Channel 10, 5:00 p.m., Sun.

Unity Christ Church, Wilmington, NC

- Radio WAAV 980 AM, Sundays, 10:00-11:00 p.m.

Unity Chapel of Light, Tallmadge, OH:

- Radio WAKR 1590 AM, 9:00 a.m., Sunday; TV Ch-29, Cable Ch-7, 7:00 p.m., Sunday ("Vision-Quest")

Unity Ch of Christianity, Tulsa, OK:

- Radio KBEZ 92.9 FM (one-minute spots three days a week)

Unity Church of Harrisburg, PA:

- Radio WMSS 91.1 FM, Sun 9:00 a.m.

Associacion Unity, Santurce, PR:

- Radio WSJ 1560 AM, Sun. 8:00 a.m.

Unity of Knoxville, Knoxville, TN:

- WNOX 99.1 FM and WNDD 99.3 FM, Mon. 7:40 & 8:20 a.m.; Fri. 5:20 p.m.; and Sat. 12:00 midnight.

Unity Church of Austin, TX

- CableVision Chnl 11, Sun. 6:00 p.m.

Unity Ch of Christianity, Houston, TX:

- Radio KODA 99.1, Thur & Fri 7:00 a.m., Sat. & Sun. random

Ch of the Hill Country, Kerrville, TX:

- Radio KERV AM & KRVL FM, mornings and evenings

Unity Ch/Christianity, Nacogdoches, TX:

- Radio KFSA AM 860, Sun. 8:00 a.m.

Unity/NE Tarrant Cnty, Southlake, TX:

- Radio 97.9 FM, Mon-Fri 8:25 p.m., Sat & Sun 7:25 p.m.

To the Minister and Board of Trustees:

CHURCH MANAGEMENT

Barbara O'Hearne • Church Management Consultant



Church Management Consultation

Purpose:

As a church management consultant, my purpose is to assist Unity ministers, spiritual leaders, boards of trustees, staff members and key lay leaders in capacity building for board governance, organization development, strategic planning and change management for their ministry. Particular attention is given to the integration of spirituality and administration.

I will provide practical tools and techniques, answer questions, and make recommendations that can enhance the effectiveness of board governance, operations, strategic planning and organizational change.

The Church Management Consulting Services are underwritten by a grant from the John Templeton Foundation. We are most grateful to Sir John for his ongoing interest in and support of this important service available to ministries.

Topics Available:

- Spirituality and Administration
- Minister/Board Relationships
- Roles and Responsibilities of Board of Trustees
- Board Organization and Operations for Effective Governance
- Board/Staff Relationships
- Recruitment, Orientation, and Ongoing Education of Board of Trustees
- Effective Committees and Task Forces
- Strategic Planning and Implementation
- Visioning for the 21st Century
- Change Management
- Assessment and Evaluation of Board and Organizational Effectiveness

Workshops and Training Sessions

In order to provide effective consulting and training services, the following formats are available:

- Subregional ministers and board of trustees retreat held in a central location.
 - * five to ten churches
 - * Friday evening and all day Saturday
- On-site in ministry
- Workshops and presentations at regional meetings and annual conference.

The consultant is always available for telephone consultation.

When planning for a Minister/Board Church Management Consulting Service:

- a consensus decision by the minister and board of trustees is recorded as a motion/vote in the meeting minutes. (All board members agree to attend; staff and key volunteers may be invited.)
- Alternative dates are selected several months in advance.
- Contact Barbara O'Hearne to schedule a date. She can be reached by:
e-mail: ohearne@qni.com
telephone: 816-531-3353
FAX: 816-753-8200
letter: Oak Hall #1212
4550 Warwick Blvd.
Kansas City, MO 64111
- Upon selection of a date, the minister and board president discuss with the consultant the workshop or retreat format, and tentative agenda.
- Schedule the workshop in a comfortable meeting room with tables and chairs. The consultant will need a large flip-chart on

See Consultant on page 15, col. 3

"The Church Management Consulting Services are underwritten by a grant from the John Templeton Foundation."

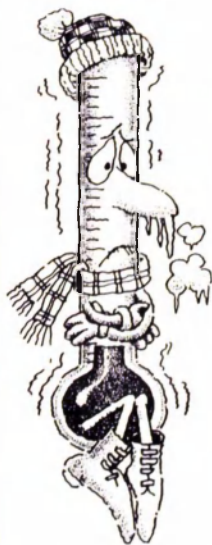
"Y.I. . . .a great opportunity for a regional workshop or bookstore sales item."

CD ROM offers youth outlet for creativity

Y.I. Young Ideas is "hip" insight on Truth principles applied to everyday life. Young people aged 6-18 are encouraged to write about their experiences and add their own artwork, created by hand or by drawing them on a computer graphics program. The illustrated stories are videotaped, sound is added, and they are put in a CD ROM magazine, compatible with Macintosh or Windows.

This is a great opportunity for a regional workshop or a bookstore sales item. Kids will enjoy the interactive sharing of stories, puzzles, and games with people just like them! Parents will enjoy the alternative to the more popular but violent CDs out on the market.

Y.I. is financed by the 4T Ministry, Inc., and distributed by the Association of Unity Churches. The suggested retail price is \$9.95.

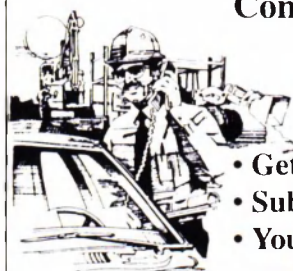


Oh, the weather outside is frightful. . .
but the new furnace prices are awful!

First get a bid.

**Then contact us.
Your Association
could save you
5% off the bucks!**

**Questions?
Call Ed Donnelly at 816-524-7414.**



Construction needs?

Talk to us.

- Get a local bid.
- Submit it to us.
- You save 5% if we can meet or beat the cost.

Questions?

Call Ed Donnelly at 816-524-7414.

Correction

In the last issue of *Contact*, we listed the wrong number to order your *Quest '97 Planner and Journal*. The correct number is 816-251-3571; ask for Sharon Sommer. We apologize for any inconvenience this may have caused.

Remember, *Quest Planners* are wonderful Christmas gifts and a great start to a happy, organized, and spiritual year. Start your year off on the right foot and order one today!

Quest '97

Planner and Journal
By Mary Alice & Richard Jafolla


3 great books in one


- Spiritual Journal
- Weekly/Monthly Calendar
- Personal Planner

— all for just —

\$21.95

and just in time for Christmas giving!





New hidden spiral binding—book lies flat for easy use!

New, inspirational weekly chapters and thought-provoking reflection questions make Quest '97 a perfect planner/journal for anyone interested in personal enrichment.

Available in October in your church or bookstore. Reserve your copies today!

Published by the United Methodist Ministers' Council
a unit of the Association of Unity Churches
1000 North 10th Street, Kansas City, MO 64108

HONORING DIVERSITY

Young Bae • Vice President of Finance



A Two-Year Update of the Association's Progress

"We believe that all people are created with sacred worth. Therefore, we recognize the importance of serving all people within the Unity family in spiritually and emotionally caring ways. We strive for our ministries, publications, and programs to reach out to all who seek Unity support and spiritual growth. It is imperative that our ministries and outreaches be free of discrimination on the basis of race, color, gender, age, creed, religion, national origin, ethnicity, physical disability, or sexual orientation. Our sincere desire is to create spiritually aware organizations that are nondiscriminatory and that support diversity."

In our effort to reach out to all people as did our Way-Shower, Jesus Christ, we support the modification of our facilities to make them accessible to all people, regardless of physical challenges; the translation of our materials into Braille and other languages; and respect for the wonderful variety of human commitments and relationships.

We encourage ministers, teachers, and others within Unity to honor the strength of diversity within their spiritual communities. It is with love and in celebration of our unity in the midst of our wondrous diversity, that we affirm this position.

—Co-created and adopted by the Association of Unity Churches and Unity School of Christianity 1/23/95

1. We believe that all people are created with sacred worth. Therefore, we recognize the importance of serving all people within the Unity family in spiritually and emotionally caring ways. We strive for our ministries, publications, and programs to reach out to all who seek Unity support and spiritual growth.

- Prior to the statement above, Maurice Williams and Maggie Finebrock conducted a diversity training for our board and management team in January, 1992.

- Unity ministers are composed of 54.9% women and 45.1% men.
- The June 25, 1993, publication of *Minister's Letter* features the article, "Does Unity Look Like America," by Maurice Williams. In it Maurice says, "I happen to know and have talked with several leaders of Unity School who have expressed to me a sincere desire to eliminate any form of discrimination among the staff, faculty, or employees of the school, and that holds true for the Association as well." He continues, "My view is that while we are truly different in our various races, cultures, etc., we are the same in Christ." In the April 27, 1995, *Minister's Letter*, the Association's and Unity School's Honoring Diversity Statement was published. Again, in June of '95 in *Minister's Letter* an article "Unity Honors Diversity" listed the regions and churches throughout the Association which have held the honoring diversity workshops.
- The Association adopted affirmative action into the hiring of personnel in 1982. New applicants are solicited from the Urban League of Kansas City, state employment agencies, the Women's Employment Network, targeted churches, and downtown colleges.

2. It is imperative that our ministries and outreaches be free of discrimination on the basis of race, color, gender, age, creed, religion, national origin, ethnicity, physical disability, or sexual orientation. Our sincere desire is to create spiritually aware organizations that are nondiscriminatory and that support diversity.

- The Association has many different religions represented on its staff, including: Lutheran, Episcopalian, Baptist, Presbyterian, Catholic, RLDS, as well as Unity. The staff is comprised of various national origins, ages, sizes, physical attributes, genders, and life-styles.
- Conference programs feature diverse spiritual traditions of Hindu, Islam, Tibetan Buddhists,

See DIVERSITY on page 15, col. 1

"Our sincere desire is to create spiritually aware organizations that are nondiscriminatory and that support diversity."



CONFERENCE/CONVENTION

Debbie Ratliff Ball • Conference/Convention Coordinator

The bond that links your true family is not one of blood, but of respect and joy in each other's life.

-Richard Bach

Spirit Soul Family

Come to a family celebration at the 1997 Association of Unity Churches Conference June 10-14, 1997. The conference will be held at the Adam's Mark Hotel in Kansas City, Missouri.

The opening day celebration will be held at Unity Village with a rousing musical performance back by popular demand! Yes, Tim Whitmer with **SPIRITUALITY AND ALL THAT JAZZ** will be there to delight our Unity community. Following the concert a gala reception will be sponsored by Unity School of Christianity in the Rose Garden. The evening will end with opening ceremonies and our keynote. Transportation will be provided back to the Adam's Mark Hotel.

Our week will continue with inspiring keynotes, educational as well as spiritual seminars and exciting musical presentations. Watch for information on our keynote speakers in the next issue of *Contact*.

Workshops will be of special interest focused on music and the arts, adult and youth education, church growth, spiritual renewal, healing, storytelling, prosperity and many more as you will see from the titles below:

- **The Beyond Success Workshop** by Brian Biro
- **Embracing Your Spirit and Your Soul** by George Byam
- **The Sacred Circle of Community** by Adrienne Dorfman
- **Conducting More Effective Classes in the New CEP Curriculum** by Toni Boehm & Gary Jones
- **Creating Healthy & Wholesome Churches of All Sizes** by Steve & Mary Bolen, Carole O'Connell, Howard Caesar and Mary Omwake
- **Spiritual Lessons from the Little Prince** by Maria Cedilla
- **Year of Family: Creative Power of Spiritual Community The Many Faces of Family** by the Family Curriculum Team

- **Enhancing Prayer Ministry** by Robert & Janet Ellsworth
- **Storytelling as a Healing Technique and Literacy Learning Tool** by Cheewa James
- **The Art of Teaching** by Gary Jones
- **Spirituality and Empowerment Through Voice** by Arthur Joseph
- **Goddess, Breath in Stone** by Gloria Joy & Jan Frichot
- **Making Your Volunteer Musicians Sound Like Pros** by Noah Karrasch
- **Telling the Stories of Your Life, Using American Family Folklore**
- **Opening to Sacred Story in Your Personal Narratives of Everyday Living** by Jacqueline Kelsey
- **Virtual Church: Providing Spiritual Support on the Internet** by Wayne Manning
- **Ancient Healing & Modern Healing Arts: A Present-Day Experience** by Glenn Mosley
- **Leaders Leading Leaders. . . Strategies for the 21st Century** by Barbara O'Hearne
- **Jesus, C.E.O.** by Patty Pipia
- **Unity: Yesterday, Today and Tomorrow** by Rosemary Fillmore Rhea, Dorothy Pierson, James Dillet Freeman & Richard Billings
- **Finding Our Future: Planned Giving** by Shay St. John
- **Renewal Through Releasing: A Personally Freeing Experience** and
- **Renewal Through Ritual and Sacred Ceremony** by the Spiritual Renewal Committee
- **Family & Youth: Moving Toward the 21st Century While Growing With God** by Stacy Wells
- **Marketing for Ministry** by Lisa Wittman

So don't delay, mark your calendars now for this exciting conference. Registration brochures will be available in January, 1997.

The conference will be held at the Adam's Mark Hotel, I-70 & the Truman Sports Complex, 9103 East 39th Street, Kansas City, Missouri 64133. Rooms are available at the special conference price of \$77.00 single/double occupancy. For reservations please call 800-444-2326 or 816-737-0200.



LOVE NOTES...

by Noah Karrasch

It's time to gather submissions for next year's *Love Notes* program, and it's up to all of us to make sure the very best music gets heard by the Music Committee in January. The committee promises to give a careful listen to each piece submitted; but we can only select from those songs we hear. That's where YOU come in.

Each of us from time to time hears a new, unfamiliar Truth-filled song, and we think, "I wish more people could hear that message." So do we! We want to get the 24 best spirit-filled songs we can find out to the churches every year. In order to do this we must be able to hear them. Your help is necessary. It may require a bit of detective work on your part to find the composer; or it may be as simple as nudging your regular church musician to submit his/her fantastic work. Either way, put them in touch with Marsha Penrose of the Association, Attention: *Love Notes* submission.

Before January 1, 1997, Marsha needs to have for each submission package a cassette or CD of the song (need not be professional quality), a lead sheet (notes and chords, if possible), and a lyric sheet. We ask each artist to submit from one to five songs of their most Unity-oriented material.

If an artist's song is chosen, Marsha will be in touch, asking for DAT masters if they exist, guiding the songwriter through the procedure, and introducing standard royalty contracts for the work.

The range of recording quality we heard last year was amazing, and we listened for the potential and the message of each song. Our purpose remains to make available the best Unity music we can find. Your help in finding the artists and pointing them toward the committee insures that *Love Notes* will continue to grow in popularity and influence on spirit-filled music both inside and beyond the Unity movement.

Remember, submission deadline is January 1, 1977, so contact these musicians whose work you've been admiring and invite them to submit their vocal selections to the best yet—*Love Notes* 1997.

P.S. from Marsha: The year 1997 has been designated as "Year of Family," and the June Conference theme is *One Spirit, One Soul, One Family*. We especially encourage the submission of any music highlighting the connectedness of humanity.

Love Notes '97

Submissions due by January 1, 1997

Send: •cassette or CD of song
•a lead sheet, and/or
•a lyric sheet

Send to: Marsha Penrose
Association of Unity Churches
PO Box 610
Lee's Summit, MO 64063

Your help in finding the artists . . . insures that *Love Notes* will continue to grow . . . both inside and beyond the Unity movement.

You can't
have harmony if
everyone sings
the same note.



GOING TO THE M.A.T.

Presented by the M.A.T. Team

"Itinerant ministry was not a highly paid field, and the Apostle Paul was not the most personable of them."

The M.A.T. Team's purpose is to provide support to the regional representative in areas of addiction; to provide education, evaluation, and counsel concerning addictive patterns to field ministers, ministries, and families.

The journey through addiction is like Jacob's wrestling with an angel and "going to the mat." The process of recovery begins with a surrender and brings us back to our feet.

This article is shared by team member Mary True, minister of Unity Church of Petaluma in Petaluma, California.

Is Tent Making Codependency?

The Apostle Paul, the first evangelist, who wrote many of the Epistles of the New Testament, set a viable pattern for ministers to follow. He wrote to the churches he had helped to start. He kept up with church leaders at the local level. Paul sent them advice and encouragement. They had his loving support.

Paul had his own survival needs. He had to make a living. Itinerant ministry was not a highly paid field, and Paul was not the most personable of them. To make a living Paul worked at his trade, that of tent maker. Ministry was his passion and his love, his burning desire and his pursuit of excellence. His ministry was whenever and wherever he was.

In our theological teaching, Unity ministers run into a double bind on the issue of tent making, i.e., working a second job to meet expenses. Our resolve that the right mental attitude will bring us abundant good keeps us in denial of the facts of everyday life.

When we work two jobs—stretching ourselves to the maximum—many Unity ministers feel guilt and shame that their small churches do not have sufficient income to pay them a living wage. Having learned that prosperity begins in the mind and that churches out-picture the consciousness of the minister, they feel disloyal to Truth principles when they admit that there is a lack of adequate income in their lives.

There are three elements of codependency here. First, the minister's self-evaluation is dependent on that which others do or do not do. Second, ministers who deny negative feelings at being paid

less than minimum wage for their high level of skills, talents, and expertise often store up hidden feelings that impair their effective functioning. Third, ministers set goals for their ministries and attempt to control the situation by setting overly optimistic goals. If their goals for their ministry are not met, they then feel that they personally have failed.

Many Unity ministers move on to another church every two or three years; others leave ministry altogether. Instead of taking care of themselves, ministers give up, rage out, get sick and break up their relationships, convinced that the outer stress must be the problem.

Unity ministers are not telling the truth to themselves or to other people about the way it actually is with small Unity churches in the 1990s. We whistle in the dark, but there are realities that need to be faced now.

Churches of 50 to 100 congregants, in average areas of the country, are unlikely to be adequately supporting the financial needs of their minister. Being realistic, to keep on keeping on, most Unity ministers have external sources of income, such as retirement pensions, spouses who work or second jobs that we call "tent making."

If ministers do not have a source of income in addition to their church salary, most will live in genteel or not so genteel semipoverty.

There is nothing wrong with ministers using the skills they have to make the money needed in this expensive world. We in Unity need to redefine tent making as something to be proud of, an honorable action, something we are willing to do as a measure of our devotion to God. We should be honored, not looked down upon—by ourselves or by other people—because we are willing to pay such a high price to do ministry.

God lets us know that we will be taken care of, but there is no promise in the Bible that we will be taken care of by other people. The message is that God takes care of us. God is with us, God is our source and we must be willing to do our part. Being willing, perhaps we won't have to work outside jobs, but the empowerment comes from knowing that we can and are willing to do whatever we need to do to get our jobs done and take care of our own. Happy tent making, friends!

Diversity

Cont'd from page 11

- Jewish Cantors and scholars, and Native Americans.
- Even the Board of Trustees is representative of America's population. Norma Iris Rosado is the first Hispanic Chair of the Board and the second international Chair in seven years. Our First Vice Chair, and the Chair of our Standards Committee are African-American. Nineteen percent of our board are African American.
- 3. In our effort to reach out to all people as did our Way-Shower, Jesus Christ, we support the modification of our facilities to make them accessible to all people, regardless of physical challenges; the translation of our materials into Braille and other languages; and respect for the wonderful variety of human commitments and relationships.**
- In 1991 the Association building interior was designed by staff who were careful to make it accessible to all.
 - The Radio/Media Department has developed 26 black and Hispanic broadcast and/or telecast spots in the past two years which are being aired in Costa Rica, Mexico, Canada, and the United States.
- 4. We encourage ministers, teachers, and others within Unity to honor the strength of diversity within their spiritual communities. It is with love**

and in celebration of our unity in the midst of our wondrous diversity, that we affirm this position.

- According to Joann Landreth, Vice President of Ministry Employment and Expansion Services, "we encourage inclusiveness, not exclusiveness, in the home office and in the regions and churches."
- Through the past several years, staff members of the Association have taken the Honoring Diversity workshop. Two members of the management team have co-conducted the workshops at Association conferences and Spiritual Board Retreats. There are currently two Honoring Diversity workshops scheduled so that all staff members of the Association will experience it together with an Association management team member and a USRS staff member. The invitation is extended to churches and regions so that all can be aware of the importance of inclusion and of honoring diversity.
- In conclusion, some words from the Chair of the Board Norma Iris Rosado: "We need to really awaken to be sensitive and alert to our Oneness and extremely directed and committed to honor everyone. We do this not by paying more attention to the things that separate us from the outer space, but rather to the things that are joining us from the inner space."

Consultation

Cont'd from page 9

a sturdy easel, an overhead projector (with an extra bulb) and a screen.

- Provide books and articles on church growth and administration, non-profit management, board development, organizational development, and strategic planning. (The consultant will make available upon request.).

One Month in Advance:

Consultant Mails:

A final confirmation letter and a training manual to the minister for review and copying.

Ministry Mails:

Copies of meeting minutes, financial statements for the past 12 months; the current budget; planning summaries; the by-laws; two or three newsletters and Sunday bulletins; and any additional information that will tell the consultant about the ministry.

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 nonrefundable airline ticket.

Prayer

Cont'd from page 3

than any other man or woman. All people, indeed all of creation, are intended to be not only members of the family of God-Spirit, but members of the family that *is* God-Spirit.

Trying to remember this truth while visiting in the war-torn cities of St. Petersburg (Russia), New York, Santo Domingo, Jerusalem, and Kansas City, I have periodically at least, begun to feel a sense of oneness with all people, an attitude to which I have long intellectually subscribed. It seems to me that to experience oneness means, almost liter-

ally, to come to feel the heart of another person with our own heart; to be so much a part of another individual that we actually know what she/he feels and as a result of knowing his/her feelings, we know much of what she/he thinks as well. We no longer just rub elbows; we actually touch, heart to heart.

Whatever our beliefs, we do not wish continually to look rearward to the self-imposed restrictions of denominationalism or even broad-stroke major religion; nor can we herald the coming of the ever-expanding overlay of science and religion,

for it is here. But we can acknowledge the growing tide of ecumenical efforts among the sciences and among religions, and to an increasing extent, between the sciences and the religions of the world.

At this holiday season, and at all times, perhaps we can be counted among the socially and scientifically aware, the spiritually wise, and the intuitively perceptive who have always known that above and beyond the things that separate people from people, and people from other forms of creation, are truths that unite in bonds of understanding.



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Thank You !

Donors make the work of our Association possible. Our Board of Trustees created this as one of several ways to acknowledge each of you who put financial feet on our ever-expanding vision. Whether you give to our General Fund, which supports our day-to-day operations, or to a designated Development Fund, which supports creation of our Living Curriculum, STARlight, future building needs, and other special projects, your support is gratefully acknowledged and recognized. Every ministry, every Contributing Friend, at every level of support makes a real difference in the services we provide. You are part of our ongoing prayer circle of love. We invite you to join your prayers with ours as we say a special THANK YOU to all these individuals and ministries.

(Any omissions due to our press date will be included in the next CONTACT. This list reflects total gifts received from October 1, 1995, to September 30, 1996.)

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Maureen Bass, Minister
San Leandro Unity Church
San Leandro, CA
Charlotte Brown, Minister
Unity Temple of Santa Cruz
Santa Cruz, CA
Unity Chapel of Light
Santa Maria, CA
James Schrote, Minister
Unity Church of The Way
Soquel, CA
Diana M. Mayo, Minister
Unity Church of Stockton
Stockton, CA
Phillip Nicola, Minister
Unity Church of Truth
Tustin, CA
Marj Britt, Minister
Unity Temple
Denver, CO
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Denver, CO
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Unity Center of Truth
Washington, DC
Lafayette Seymour, Minister
Unity Church of Central Brevard
Cocoa, FL
Patricia Wareham

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Dunedin, FL
Joyce Pennylegion, Sp Leader
Unity of Fort Myers
Ft Myers, FL
Kenneth G. Murdock, Minister
Way of Life Center
Ft Walton Beach, FL
Marje Howard, Minister
Unity of Gulf Breeze
Gulf Breeze, FL
Judith Purcell, Spiritual Leader
Unity Church for Creative Living
Jacksonville, FL
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Lakeland, FL
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Pensacola, FL
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Unity Church of Pompano Beach
Pompano Beach, FL
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Atlanta, GA
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Unity Center - Bright Horizons
Mundelein, IL
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Quincy, IL
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Beaverton, OR
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Unity of Florence
Florence, OR
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Glenedon Beach, OR
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Grants Pass, OR

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Lake Oswego, OR
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Unity Center for Positive Living
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Unity Church of York
York, PA
Templo Unity de Bayamon
Bayamon, PR
Christ Unity of Columbia
Columbia, SC
Lisa M. Thorpe, Minister
Grand Strand Unity Church
Surfside Beach, SC
Unity Church of Positive Prayer
Austin, TX
Stan Smith, Sr Minister
Unity Southwest Dallas
Dallas (Duncanville), TX
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Houston, TX
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Unity Church of North Houston
Houston, TX
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Houston, TX
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Unity Church of the Hill Country
Kerville, TX
Unity of Lubbock
Lubbock, TX
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LaVerkin, UT

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Salt Lake City, UT
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Unity Church of Bainbridge Island
Bainbridge Island, WA
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Bremerton, WA
Unity in the Olympics
Port Angeles, WA
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Tacoma, WA
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Vancouver, WA
Bernadette Voorhees, Minister
Unity Christ Center
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Kenosha, WI
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Eastern Region

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(\$300-\$599 annually)

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Wasilla, AK
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Ft Smith, AR
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Antioch, CA
Irene M. Whitmore, Minister
Unity Church of the Foothills
Covina, CA
Bonnie J. Dickson, Minister
Unity Church of the Morongo Basin
Joshua Tree, CA
Unity of Oroville
Oroville, CA
Liana Peterson-Fernandez, Sp Leader
Unity Church of Pasadena
Pasadena, CA
Marilyn Roth, Minister
Unity Christ Church
Riverside, CA
Unity Church of San Gabriel
San Gabriel, CA
Unity By The Sea
Santa Monica, CA
Maya Brandenberger, Minister
Unity Church of Sonora
Sonora, CA
Paul Patterson, Spiritual Leader
Unity Center of Walnut Creek
Walnut Creek, CA
S. Culliver Brookman, Minister

Lakewood Unity
Lakewood, CO
Unity Church of Citrus County
Inverness, FL
Prayer Group
Marathon, FL
Divine Love Mission, Inc.
Miami, FL
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Unity Church of Christianity
Orlando, FL
Robert Marshall, Minister
Unity Christ Church
St. Petersburg, FL
Ann Hebert, Minister
Convention Recordings Int'l, Inc.
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Unity of Sebring
Sebring, FL
Andrew Conyer, Minister
Unity Church of Martin County
Stuart, FL
Amanda Howard, Minister
Unity of Tallahassee
Tallahassee, FL
Sunny Stone, Minister
Unity of the Palm Beaches
West Palm Beach, FL
R. Scott Sherman, Minister
Christ Unity Church
Collinsville, IL
Karen Landwehr, Minister
Unity Church of Decatur
Decatur, IL
Larry Swan, Minister

Participating Members

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Fairfield, IA
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Unity Christian Church
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William Kozy, Minister

Unity of Inner Peace
Marquette, MI
Ruth Singer, Minister

Unity Church of Rochester
Rochester, MI
Donna Kozy, Minister

Unity Church of Rochester
Rochester, MN
Wayne Murphey, Sp Leader

Unity Church of Joplin
Joplin, MO

Unity Temple on the Plaza
Kansas City, MO
Duke Tufty, Sr Minister

Joseph Wolpert Ministries
Lee's Summit, MO
Joseph Wolpert, Minister

North Side Unity Christ Church
St. Louis, MO
Mae Lena Davis, Minister

Unity Spiritual Center
Springfield, MO
Marty Newman, Minister

Student Fund-MEP
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Unity Church of Christianity
Billings, MT
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Unity Church of Omaha
Omaha, NE
Bonita Gilbert, Minister

Unity Church of Ocean City
Ocean City, NJ
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Brendalyn Balchelor, Sp Leader

Unity Church of Taos
Taos, NM
Charles Bush, Sp Leader

Unity Pyramid of Truth
Brooklyn, NY
Norbert St. Louis, Minister

Church of the Four Leaf Clover
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Unity Center of New York
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Eric Butterworth, Sr Minister

Unity Panamericano Inc.
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Anna Rosa Miro, Sp Leader

Christ Church Unity
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Gretchen Peña, Minister

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Unity Center of Franklin
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Unity by the Pacific
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Conroe, TX
Michael Ray, Minister

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Dallas, TX
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Unity Center of Port Townsend
Port Townsend, WA

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Unity en San Pedro de Macoris
San Pedro de Macoris, Dom Rep
Torcuato Diaz Fernandez, Minister

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(\$70-\$299 annually)

Unity Study Group
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Vanda Hicks, Spiritual Leader

Unity Church of North Valley
Carefree, AZ
Jacklyn Brown, Minister

Unity of Flagstaff
Flagstaff, AZ
Marylou Palmer, Minister

Center of the Light
Phoenix, AZ
Marylou Palmer, Minister

Unity of Heber Springs
Heber Springs, AR
Brenda Wood, Sp Leader

Church of Religious Unity
Alpine, CA

First Unity Church of Cambria
Cambria, CA

Unity Church of Castro Valley
Castro Valley, CA

Unity Center of Life
El Segundo, CA
Maya Brandenberger, Minister

Unity of Eureka
Eureka, CA
N. Kelley Bryant, Minister

Flexing Heart Ministry
Fort Bragg, CA
Richard H. Levy, Minister

Glendale Unity Temple
Glendale, CA
Doris Johnson, Spiritual Leader

Unity Valley Community Church
Hemet, CA
Alfred P. Johnson, Minister

InsideOut
Napa, CA
Hal & Sonya Milton

Unity Church of Petaluma
Petaluma, CA
Mary True, Minister

Unity Church of the Oaks
Sacramento, CA
William & Arleen Aull, Ministers

Mountain Light Unity
Evergreen, CO
Douglas Bottofff, Minister

Unity of the Mountains
Glenwood Springs, CO

Unity Center of Light
Grand Junction, CO
Ed Conrad, Minister

Unity of Greeley
Greeley, CO

Eagle Valley Unity Church
Vail, CO

Unity of Bonita Springs Church
Bonita Springs, FL
Sandra Lockey, Minister

Unity in Manatee
Bradenton, FL
L. Allan Bazy, Minister

Unity en Espanol
Miami, FL
Joseph Amaro, Spiritual Leader

Unity Church of Port Richey
Port Richey, FL
Gerald R. Chores, Minister

Unity Church of Today
Tampa, FL
Robert & Ruth Fatur, Ministers

Unity Midtown Church
Atlanta, GA
Ellie Harold, Minister

Prayer and Action Ministry
Atlanta, GA
Crystal Yarlott, Minister

Unity Church of Rockdale
Conyers, GA
Curtis Wilson, Minister

Estatoah Wayfareer's Chapel
Dillard, GA
Rose Mary Hatfield, Spiritual Leader

Christ Church of Truth
Marietta, GA
Robert Means, Minister

Unity of Bloomington/Normal
Bloomington, IL
C. Richard Stone, Minister

Unity Church Southwest
Brookfield, IL
Ute Maria Cedilla, Sp Leader

Unity Church of Crystal Lake
Crystal Lake, IL
Christ Church Unity
Rockford, IL
Marion Davis, Sp Leader

Unity Fellowship Center
Lafayette, LA
Cherlyn Hebert, Sp Leader

Unity Church of Prac. Christianity
Metairie, LA
David Belton, Minister

Unity Center of Greater Portland
Windham, ME
Kenneth Williamson, Minister

Unity in Silver Spring
Silver Spring, MD
Gigi Holliday, Minister

Lighthouse Publications
Boston, MA

Unity Church of the Light
West Dennis, MA
Joya Healy, Sp Leader

Unity of St. Cloud
St. Cloud, MN
Marcella Lundgren, Minister

Unity Prayer Center
Belton, MO
Carolyn Jennings, Minister

Unity Christ Center
Farmington, MO

Soul Food Ministry
Kansas City, MO
Sallye Taylor, Minister

Unity of the Lakes
Warsaw, MO
Geraldine Weeks, Minister

Unity Church of Bozeman
Bozeman, MT
Fred Ruffell, Spiritual Leader

Unity Church of Truth
Great Falls, MT
Patricia Bosh, Minister

Unity of the Valley
Eaton, NH
Barbara Kowalska, Spiritual Leader

Unity Church of Christianity
Bronx, NY
Alpheus Townsend, Minister

Unity House in Chautauga
Chautauga, NY
Jo-An Webb, Coordinator

Unity Temple of Christ
Laurelton, NY
Carmen Byam, Minister

Unity Universal Center
New York, NY
Bea Copeland, Minister

Unity East - Center for Universal Truth
Columbus, OH
Sidney H. Ryman, Minister

Unity Church of Truth
Massillon, OH
Audre Morgan, Minister

Unity of Living Christ Light
Yellow Springs, OH
Bonnie Lou Oda, Minister

Unity Church of Corvallis
Corvallis, OR
Newsom Holmes, Minister

Christ Unity Church
Medford, OR
S. Colleen Graham, Minister

Ocean Unity
Newport, OR
Lynne Steffen, Minister

Unity of Hershey
Hershey, PA
Julie Vance, Spiritual Leader

Norwin Unity Outreach
N. Huntingdon, PA
Joyce Luzier, Sp Leader

Unity Church in the Valley
Oley, PA

Unity Church of the Prairie
Sioux Falls, SD
Connie Johnson, Spiritual Leader

Unity Center of Memphis
Memphis, TN

Unity Church of Christianity
College Station, TX

First Unity Church of Positive Living
El Paso, TX
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Unity Church of the Living Truth
Garland, TX

Unity Church of Brazosport
Lake Jackson, TX

Unity of the Valley
McAllen, TX
Michael Scales, Spiritual Leader

Unity of West Texas
Odessa, TX

Unity in the Valley
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Walla Walla, WA

Unity Church of Wenatchee
Wenatchee, WA

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Unity Christian Fellowship
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Edmonton Life Enrichment Centre
Alberta, Canada

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New Policy Regarding Association Yearbook

All member ministries contributing \$70 or more annually to the Association will receive one complimentary copy of the 1997 Yearbook.

Yearbooks may be ordered for \$30 each. All Yearbooks will be shipped after January committee meetings.

Association of Unity Churches: FINANCIAL STATEMENT



As of August 31, 1996: General Fund:

	<u>August</u>	<u>Year to Date Actual</u>
INCOME		
Love Offerings	\$109,196.38	\$982,479.30
Other Income	<u>9,847.77</u>	<u>106,823.38</u>
	119,044.15	1,089,302.68
Less: Tithe to Expansion	(10,763.54)	(97,651.50)
Add: Others Transfer	<u>(1,314.13)</u>	<u>(16,497.78)</u>
	<u>106,966.48</u>	<u>975,153.40</u>
Gross Profit Material	<u>(4,496.53)</u>	<u>89,153.96</u>
TOTAL INCOME	\$102,469.95	\$1,064,307.36
EXPENSE	\$ 83,949.68	\$1,027,973.18
INCOME OVER (UNDER) EXPENSE:	\$ 18,520.27	\$ 36,334.18

Unity School Contribution: July 1996: \$12,294.25 Year to Date: \$37,400.43

This is a nonledger item income, representing publication, supplies discounts, etc.

Development Fund (Building Campaign/STARlight/Living Curriculum):

Income	<u>August</u>	<u>Year to Date (Actual)</u>
Love Offerings—Living Curriculum	\$ 58,405.12	\$ 150,895.96
Love Offerings—STARlight	2,881.35	46,662.19
Love Offerings—Other	11,045.99	18,327.60
Other Income	<u>823.85</u>	<u>18,507.76</u>
Campaign Income Total:	<u>\$73,156.31</u>	<u>\$234,393.51</u>
Grant Income—Templeton Foundation	0.00	85,000.00
Gross Income	<u>\$73,156.31</u>	<u>\$319,393.51</u>
Less: Transfer To Other Funds		
To Curriculum Fund	(43,803.84)	(113,171.98)
To Int'l Ministry	(665.96)	(12,082.32)
To General Fund	(1,331.92)	(24,164.64)
To Legacy Fund	0.00	(3,750.00)
To Building Fund	(8,284.49)	(13,745.21)
Total Transfer Out	<u>(54,086.21)</u>	<u>(166,914.15)</u>
Add: Transfer from Other Funds		
From Contributing Friends	1,314.13	12,955.78
From General Fund		3,542.00
Total Transfer	<u>1,314.13</u>	<u>16,497.78</u>
Net Income Available	\$20,384.23	\$168,977.14
Expense from Grant Income	0.00	\$85,000.00
Expense from Love Offerings	\$ 13,586.85	\$ 51,663.33
Total Operating Expense	\$ 13,586.85	\$ 136,663.33
INCOME OVER (UNDER) EXPENSE:	\$ 6,797.38	\$ 32,313.81

**"Thank you
for your contri-
bution. We see
the door opening
for limitless
outpouring of
the abundance of
Spirit into your
life and into
your ministry."**

“...we have a rare opportunity to view programs and projects with contemporary eyes, to create afresh what is and will be the education department for the next few years.”



EDUCATION NEWS

Martha Mosley • Vice President of Education

Change seems to be our watchword in the Education Department. No sooner had I listed our personnel in my introductory article than there was another change. C. J. Southern has moved to the Development Department and will be giving her energies to assisting Shay St. John. We bless her in this new endeavor knowing that her gifts will abundantly bless Shay, and that C. J. will be blessed in the giving and in the new adventure as well.

We are equally blessed to welcome Carol Mosier as our new education assistant. She comes to us, not as a “Unity person” per se, but as a customer-service-oriented professional. She spent over twelve years in the insurance industry providing administrative assistance to multiple account representatives and supporting clients filing claims. We are grateful to Carol for being here and look forward to a long and happy working relationship.

The question asked of me most often recently is how do I like my new job. I absolutely love it. I have always been one for new challenges and if the universe didn’t provide them, I created them (consciously or unconsciously). I think I shall not need to create any for a while—I have enough to keep me “out of trouble” for the foreseeable future. This is a large, busy department with a life of its own. With so many of us new to our positions, we have a rare opportunity to view programs and projects with contemporary eyes, to create afresh what is and will be the education department for the next few years.

Despite having watched this department function for a number of years, I was surprised at the number of projects and programs that come under our wing. In case any of you are wondering, here is a listing (although I doubt that it is complete):

- Adults of Unity
- Youth Of Unity
- Uniteen
- children’s programs

- prenatal programs
- licensing of teachers
- curriculum (precradle to grave)
- licensing of teachers
- postgraduate education of teachers and ministers
- Field Licensing Program
- Ministerial Education Council
- Admissions (shared with Unity School)
- Licensing and Ordination Committee
- licensing and ordination activities for Ministerial Education Program graduates and Field Licensing Program graduates
- Institutional Chaplaincy
- Interim Ministry coordination
- Certified Spiritual Educators
- Religious Emblems

Within the above listing are 17 events put on by the education department with the number of participants ranging from only a few to several hundred. Some of these events are AOU Conference, YOU Conference, Spiritual Board Seminar, etc. Perhaps you, too, are now surprised and maybe even grateful that help is available through these outstanding programs.

Additionally we are working diligently to have the practicums complete for the four focus areas of the CEP Leadership Program for January review by the Board of Trustees. The Licensed Teacher—Adult Education and Licensed Teacher—Director of Youth Education practicums are all but complete. Those for Administration and Chaplaincy are being formulated by task forces of individuals involved in the work. Once approved, we will have printed information available at the earliest possible moment. We anticipate March, 1997.

LICENSED TEACHER NEWS

Dorothy Genske • Licensed Teacher Coordinator



Happy New You!

Well, friends, it is time for this teacher to take stock of what lessons 1996 has offered.

It seems I have always been a teacher and, because of this, I look upon each day through the eyes of a learner, with each day being a new assignment. What can I learn today?

As a licensed Unity teacher, I believe that my life is truly my classroom, and that through my thoughts, whatever I think about will become my reality—as I believe it, I will see it; and whatever I need or need to know will be revealed to me.

It is with this faith, I daily dedicate myself to be of service, as I expect and accept the best.

During the past year, besides coordinating our Licensed Teacher Postgraduate Week, three Skills Demonstration Seminars (SDS), and teaching "The Joys and Responsibilities of Being A Licensed Teacher" at Unity School, I was offered an overflowing plate of learning with opportunities for exchanging old thoughts and old ways for new, as I was being honed and shaped, until all my stretching always snapped me back to the focus of my real mission to serve.

Yes, in 1996, as your Licensed Teacher Coordinator, I have served you and your concern, and questions by being there for you. This has been a very full year as over 200 C.E.P. students have called for guidance and information for the completion of their requirements for our present program. Even though this program will be

ending December 31, 1996, we will be inviting our 1996 leadership graduates to take their C.E.P. written exam and SDS in 1997.

As 1996 closes, I have already started working on my 1997 goals. Here are a few lessons I will be working on:

1. C.E.P. written exams
2. Leadership Handbook
3. Code of Ethics
4. List of teaching texts for Licensed Teacher Recognition.
5. Teach at Unity School.

So as you can see, my 1997 plate will probably have to be turned into a platter to accommodate the wonderful buffet of learning challenges that are awaiting. I can hardly wait!!

Yes, I am glad that I am a teacher and that I daily choose to adopt the attitude of a learner. For without my daily assignments or challenges how would I ever learn to become the best teacher I can be?

In closing, this is my assignment for 1997. I will be given 52 brand new weeks, 365 shiny new days, and 8,760 unused hours. Just how I use my new assignment(s), my new beginning(s) is up to me.

What do you wish to learn next year? Our future is ours and it is unlimited as we expect and accept our best!

Happy New You!

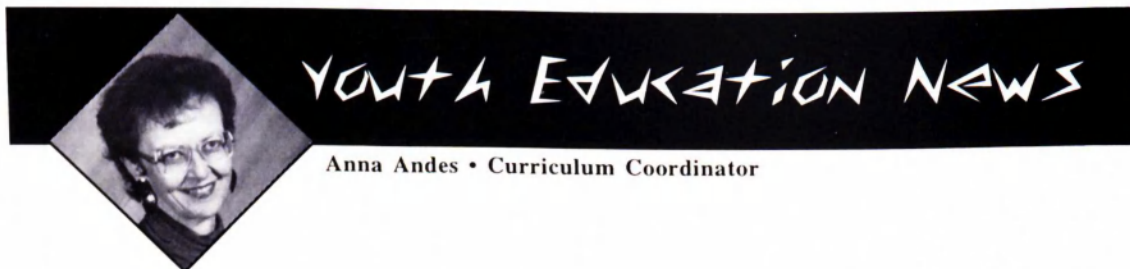
"I will be given 52 brand new weeks, 365 shiny new days, and 8,760 unused hours. Just how I use (them) is up to me."



We are pleased to announce that Carl Osier has joined the home office staff as Vice President of Organizational Services. Carl comes to us from Unity Fellowship Church in Norwalk, Connecticut, the ministry he pioneered after his ordination in 1993.

Carl graduated from Dartmouth College in Hanover, New Hampshire, and earned his doctor of medicine degree from the University of Connecticut School of Medicine. He completed his residency in family medicine at the University of Rochester, New York, and served as medical director of Hospice Buffalo in Buffalo, New York, prior to entering the ministry.

As part of his responsibilities, Carl will attend Board and Executive Committee meetings and begin sharing Glenn's 40 weekends and 12-14 weeks of annual travel. Welcome aboard, Carl!



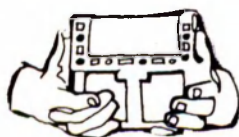
Anna Andes • Curriculum Coordinator

"Let's network
our collective
wisdom in the
creative power
of spiritual
community with-
in 'Unity.'"

Let's metamorphose this empty box!

Nineteen ninety-seven has been designated Year of Family by the Executive Committee of the Association of Unity Churches. This is not a focus on the biological family. Rather, it is a focus on serving, celebrating and supporting the sense of family and community within each Unity church, center, or group of people assembled for spiritual expression and growth.

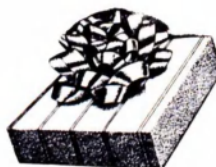
The **Living Curriculum** has resulted in 48 theme-based lessons for *Children on the Quest* and 48 for *Teens on the Quest*. The focus of **Living Curriculum** products for *family* is different. Resources will impact the entire congregation through small groups, intergenerational activities, worship, events, and much more. Rather than a book of lessons, an



assortment or box of materials needs to be assembled. Ministries will be able to select those pieces which best serve their needs. You are invited to assist in transforming this empty box into a treasure chest for all within the Unity movement.

Already most of you have some strategies in place that promote a sense of family within your spiritual community. That's why we are inviting your assistance. So many wonderful, effective concepts already exist. Let's network these more effectively and share our collective wisdom in the creative power of spiritual community within Unity.

Five areas have been identified for ideas and resources. The list below looks overwhelming. Yet we want you to know all the areas in which resources could be used. As you read through this outline, consider what you have already created that relates to each category. Once you have



identified your treasures for the box, send the request below to the Association so that specific details can be sent to you about submission procedures and deadlines. Resource collection begins NOW so that some publications can be underway early in March. A wealth of great ideas and examples of Spirit in action exist within our churches. Let's share those ideas that relate to serving, celebrating and supporting the creative power of spiritual community.

Focus Areas for Family Curriculum

I. Being in relationship as family

A. Exploring "family" in our churches: a "how-to" pack

We envision a "how to" workshop which is designed to allow each church/center to explore what "family" means to them.

B. Living the sacred in the ordinary: spirituality in the home

This piece needs practical ideas and resources for increasing our awareness and enhancing the experience of the sacred in daily living.

C. Experiencing family through our diversity: celebrating our similarities and differences

Included in this will be resources, how-to's and processes for identifying and increasing awareness of differences and similarities in areas such as age, lifestyles, culture, economics, etc.

D. Identifying civic, social, governmental, educational and other religious agencies that support our mission

A collection of resource lists and how to do Unity in your community are a part of this.

II. Worship and Celebration

A. Increased active involvement of the congregation in worship

This part will include sharing ideas of how others do this both within Unity and

Continued...

from other denominations. Also included is telling our stories of Spirit in our lives.

B. Celebration in Worship

Alternative worship experiences such as music services, World Day of Prayer, Saturday services and other special events fit here along with rites of passage, ritual and creation of ritual.

III. Encouraging/providing ways for Spirit to express within

A. Telling our stories

This section will include how-to's of Spirit expressing through storytelling, role playing, skits, creative writing and journaling, rhythm and sound.

B. Spiritualizing our lives

Use of music, movement, rituals, rites of passage and media are emphasized here for spiritual connection.

C. Creative resources

This component serves as a network for people resources, prepared scripts, music and song tapes, performers, appropriate films and television shows, etc.

IV. Small groups

A. How to form them

B. Actual content for six to eight weeks with specific purpose defined.

C. Ministries for young adults

Exploration of the Internet or coffeehouse possibilities may fit here.

V. Marketing

A. Providing effective resources for ministers

"How to" packet for ministers so they can survey the needs of their own congregation/center and individualize resource selection to their situation. Also included would be suggestions as to how to get the sense of family program going.

B. Creation of photo library/clip art resource file (computer disk) on sense of family

This will be created using photos from Unity churches and individuals and available to the churches and centers for their own newsletters, promotionals, bulletins, etc.

C. Addition of Internet page focused on spiritual family and community

This may include affirmations, ideas for building Spiritual family and more.

These focus areas were identified by the team of 15 who met at the end of September. Heartfelt thanks and appreciation are extended to each of them for their dedication and vision for this project. You are invited and encouraged to communicate with them.

Thank you to:

The Reverend Carol Amos, minister of Unity of Kalamazoo, Kalamazoo, Michigan; the Reverend Ann Ashby, minister and Youth Education Director at Unity

Church of Peace, Grand Rapids, Michigan; Susan Bagby, Youth Education Director, Santa Cruz, California; Robert Fortner, Spiritual Leader of Unity Church of Palm Harbor, Palm Harbor, Florida; Kathy Johnson, Youth Education Director and Love In Action Coordinator, New Thought Unity Center, Cincinnati, Ohio; Kathy Kellogg, Youth Education Director, Unity of Phoenix, Phoenix, Arizona; Mary Knight, *Quest* writer and member at Unity of Traverse City, Traverse City, Michigan; Marelu Marson, Youth Education and Family Ministry Director, Unity of Bellevue, Bellevue, Washington; Marygrace Sorensen, Y.O.U. Regional Consultant, Great Lakes Region; the Reverend Ed Townley, minister of Unity of Beaverton, Beaverton, Oregon; Mark Welch, Music Director, Unity Christ Church, San Luis Obispo, California; Carol Willis, Children's Regional Consultant, Great Lakes Region; and Cherie Larkin, International Teen and Young Adult Coordinator; Juli Ann Boehm, International Children's Coordinator; and Anna Andes, Curriculum Coordinator for the Association of Unity Churches.

Request for Submission procedures for Family Materials

Mail request to: Association of Unity Churches

Attention: Anna Andes

PO Box 610

Lees Summit MO 64063

Our church/center requests the following specific details and forms about submitting resources for the treasure chest for expanding a sense of family.

Forms Requested (circle those that apply. Refer to article above):

I. Being in relationship as family	A	B	C	D
II. Worship and Celebration	A	B		
III. Encouraging/providing ways for Spirit to express within	A	B	C	
IV. Small groups	A	B	C	
V. Marketing	A	B	C	

Name of Church _____ Phone # _____

Street Address _____

City _____ State _____ Zip code _____

Attention: _____

during this transitional period? What about diversity?

To me, these are some of the eternal questions that could be made by any member of any institution that is continually growing. To any institution that is committed to be open and receptive to the exchange and open communication with component membership. I want to think that we have this kind of institution. I am glad to know that each and everyone of us is able to bring in his/her own input to help in the continuous development of our Association.

I want all of you to know that the answers for the previous questions are coming up directly from each one of us through the focus groups that have been established within the regions, from each one of us when we answer any questionnaire that is mailed to us (it is important that we answer because then we gain the right to disagree), from each one of us when we participate in committees or task force (I know this is not always possible, as we need to give participation to everyone), from each one of us when we pray to support our common work, from each one of us as we surrender to the spirit of Truth that is leading us, and from each one of us when we communicate and build community.

I want to think that this transitional period is giving us another opportunity to believe that we can do it together, to believe that we can trust one another, to believe that we can enhance our image to ourselves and to the world. This whole process can be painful as we leave behind some of the old patterns and behaviors that do not serve our purpose anymore. At the same time it is also glorious because it keeps us growing to where our real mission is—to spread the word of Jesus Christ to the people of the world. As we do this step by step we will see the transformation of the world.

In this I dare to believe. What about you?

In love and service,

Norma

P.S. Enjoy your Christmas. See you in January.

Queridos amigos,

Jesús dijo, "Si tienes fe como un grano de mostaza, le dirás a la montaña muévete y se moverá." Algunas veces aún nosotros, que somos maestros, estudiantes y ministros de la Verdad, nos olvidamos de esta declaración.

Recuerdo una ocasión, en que iba a ser examinada por el comité de excepción para licencia y ordenar ministros de Unity (1983). El Rev. Charles Neal quien era para entonces, el director de servicios ministeriales, me invitó a asistir a una reunión de oración que todas las mañanas se hacía, y continúa haciéndose en las oficinas de nuestra Asociación de Iglesias. Fui a esa oración con una mezcla de sentimientos en mi ser. Por un lado, sorprendida de la invitación, por el otro, contenta y agradecida de tener la oportunidad de orar junto a otras personas durante ese día tan importante para mí. Cuando fue a empezar la reunión sentí que yo quería dirigir la oración. Y... ¡adivinen qué, mi deseo fue satisfecho. Charles, me miró fijamente y me dijo, "¿Norma, quieres dirigirnos en la oración?" Por un momento quedé atónita, la voz interior me decía, "Hazlo, hazlo hazlo," mi corazón latía aceleradamente y, a la misma vez, me sentía atemorizada. Entonces surgió mi respuesta, "No, gracias." Casi instantáneamente me había arrepentido, mas de nada sirvió. Charles mirando a Hypatia Hasbrouck, que estaba allí, le preguntó, "¿Quieres tú hacerlo?" Ella respondió en forma natural y espontánea, "Sí, claro." Mientras ella dirigía la oración, yo estaba ahí sentada, no orando sino luchando y peleando conmigo. Cuando terminamos dejé la oficina todavía peleándome y luchando. Fui a caminar por la villa y me preguntaba, "¿Por qué, Norma, por qué no lo hiciste? ¿Fue por el lenguaje? ¿Fue por el lugar? ¿Fue por las personas? Estás acostumbrada a hacer esto diariamente en Puerto Rico. ¿Por qué, por qué, por qué? La respuesta surgió de mi interior, "Por tu poca fe." "¿Mi poca fe? Yo tengo fe..." "Sí, continuo la voz, pero

no la clase de fe que realmente se atreve a creer."

¡Qué gran lección! Como un relámpago vino a mi mente aquel incidente cuando los discípulos de Jesús no pudieron sanar al joven lunático. También a ellos Jesús les dijo, "Por vuestra poca fe."

Deje la villa y me fui a mi habitación en Best Western. Allí me senté y escribí mi charla para la junta examinadora. ¿Pueden adivinar cual fue mi título? Atrévete a creer. Durante la charla me atreví a retar los ministros del comité preguntándoles. Ministros de Unity, ¿se atreven ustedes a creer verdaderamente? ¿Se atreven a creer que pueden hacer todas las cosas con Dios como su compañía?

El tiempo ha transcurrido y yo hetenido no una, sino dos, tres cuatro... y muchas oportunidades mas de realmente atreverme a creer. Una de estas grandes oportunidades es la que ahora vivo y comparto con ustedes... esto es atreverme a creer que puedo hacer el trabajo. El visitar las conferencias regionales, cada una con sus características y personalidad propia, visitar países y lugares donde nunca antes había estado y sentir el apoyo y amor de todos me inviste de poder. Cada día me pregunto. ¿Cual es mi misión aquí? ¿Por qué yo en este momento histórico? ¿Por qué yo durante este periodo de transición? Si, siempre estamos buscando respuestas, siempre preguntándonos... Algunas veces, tenemos respuestas dadas y precisas, otras veces, no. Durante mis visitas he obtenido algunas respuestas claras y definidas a mis interrogante personales y algunas claras y precisas de algunos de ustedes relacionadas a asuntos concernientes a nuestra asociación. También he recibido algunas preguntas como. ¿Hacia dónde vamos? ¿Cual va a ser nuestro próximo paso? ¿Cómo es que van a incorporarse las personas laicas? ¿Cuál será el rol del maestro licenciado de Unity? ¿Habré cambios en el fraseo de nuestra misión? ¿Había cambios en nuestra visión? ¿Qué sobre nuestras metas? ¿Qué sobre la diversidad? ¿Cómo partici-

Continued...

parán las regiones? ¿Cuál será su rol durante la transición?

Para mí muchas de estas son las preguntas que eternamente pueden hacerse los miembros de cualesquiera institución que está en continuo crecimiento. Preguntas que se hacen a cualesquiera institución comprometida a estar abierta y receptiva al cambio, y a la comunicación e intercambio con su membresía. Me gusta pensar y me gusta saber que tenemos esa clase de institución. Me gusta saber que cada uno de nosotros es capaz de traer su aportación para ayudas en el continuo crecimiento y desarrollo de nuestra Asociación.

Quiero que todos sepamos que las respuestas a las preguntas previas están llegando directamente a través nuestro por medio de los grupos de enfoque en las regiones, a través nuestro cada vez respondemos a un cuestionario que se nos envía (contestarlo es importante porque nos da el derecho de estos en desacuerdo), cada vez que participamos en comités o grupos designados de trabajo, cada vez que oramo para apoyar nuestro trabajo de equipo. Cada vez que nos rendimos al Espíritu de Verdad que nos guía. Cada vez que nos comunicamos y nos hacemos familia.

Yo quiero pensar que este periodo de transición nos brinda una nueva oportunidad de creer que juntos podemos hacerlo, de creer que podemos confiar los unos en los otros, creer que podemos levantar nuestra propia imagen y nuestra imagen al mundo. El proceso puede ser doloroso porque necesitamos soltar y dejar atrás actitudes y patrones de comportamiento que ya no sirven a nuestros nuevos propósitos, mas el proceso es también glorioso porque nos mantiene creciendo hacia lo que es nuestra verdadera misión: divulgar el mensaje de Jesús, como Unity lo interpreta, a las gentes del mundo y mantener así la visión de su transformación.

En esto me atrevo a creer. Y tú, ¿que?

En amor y servicio,

Norma



Youth of Unity Expands Globally

Introducing the

Peace By Piece Program

International
Youth of Unity
Scholarships!

Through the very generous love and support of the Student Aid Foundation Enterprises, Inc. (SAFE) and the Pan American Educational Foundation (Pan Am) the International Youth of Unity has been blessed with the opportunity to expand its service and ministry worldwide through the creation of the **Peace By Piece Program**.

The **Peace By Piece Program** has emerged with a vision to help our young people work for world peace by raising consciousness and expanding awareness of spiritual truth on a global level.

A scholarship program has been created to sponsor YOUers and adult YOU Sponsors from our Unity ministries and study groups outside the United States and Canada to the International Youth of Unity Conference.

SAFE and Pan Am, in cooperation with the Association of Unity Churches, have very generously agreed to sponsor up to ten (10) delegates to YOU International Conference each year. Sponsorship includes conference registration fees, two thirds of the round trip airfare, and room and board while at Conference. The delegate will be asked to contribute one third of the round trip airfare.

Scholarship applications along with a cover letter explaining the program will be mailed to all Unity ministries and study groups outside the United States and Canada on December 1, 1996, inviting them to apply. Applications for this year's International YOU Conference (scheduled to be held at Unity Village July 28—August 3, 1997) must be completed and mailed to the Association by February 15, 1997. All applications will receive loving consideration by the Selection Committee and will be responded to by March 15, 1997.

We invite you to share this exciting news with all in our international ministries and encourage them to make application. Listed below is the criteria for scholarship application to the **Peace By Piece Program**.

1. Spirit guides you to apply.
2. You can commit to raise one-third of your round-trip airfare from your home country to Unity Village, Kansas City, Missouri, USA.
3. You are between the ages of 16 and 19.
4. You have your parents' (or legal guardian's) notarized consent and permission.
5. You are an active participant of an existing YOU organization, or
6. You are an active member of a Unity church or study group and would like to help organize a new YOU chapter in your home church, or
7. You are an adult interested in becoming a sponsor to assist in beginning a YOU Chapter in an existing church that has no existing YOU organization at this time.
8. You have the endorsement and approval of a qualified Unity minister or certified teacher who will write you a letter of recommendation.

Requests for applications can be made to:

Association of Unity Churches
Attn: Cherie Larkin - YOU International Office
PO BOX 610

Lee's Summit, MO USA 64063

Phone: (816) 524-7414 ext. 327

FAX: (816) 525-4020

e-mail: you@unity.org

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DATES TO REMEMBER

Important Dates for: 1997

L & O Meetings	Jan. 13-16
Mid-Year Meetings	Jan. 13-22
Regional Education Services Consultants	Feb. 19-25
Field Licensing Seminar Year 1 & 2	March 9-14
Skills Demonstration Seminar	Mar. 29-April 4
Spiritual Board Seminar	April 12-18
Fund Raising Seminar	May 17-23
L & O Meetings	June 1-5
Pre-conference	June 5-7
Conference (Adams Mark Hotel/Kansas City, MO)	June 10-14
Certified Spiritual Educators	June 21-27
Licensed Teacher Postgraduate Week	June 21-27
☞ A.O.U. Conference (Winter Park, Colorado) <i>(Note date change)</i>	June 21-27
☞ Skills Demonstration Seminar	July 26-Aug. 1
☞ Y.O.U. Conference <i>(Note date change)</i>	July 28-Aug. 3
Executive Committee Meetings	Sept. 4-10
Spiritual Board Seminar	October 11-17
Skills Demonstration Seminar	November 15-21

1997 Regional Conferences

Southwest
Western
Eastern

Feb. 17-20
April 21-25
October 5-9

UCLA Conf Ctr - Lake Arrowhead, CA
Harbourside Hotel - Victoria, BC
Princess Royale Hotel - Ocean City, MD

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

 **Contact**

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Lee's Summit, MO 64081

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MADISON WI 53713-2516

