



Contact

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Another Look

The future of
Unity ministries
PAGE 2

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The Power of Thoughts

Thoughts are trans-
formative. Thoughts
can heal or hurt.

PAGE 4

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I learned about ministry. . .

We all benefit from the wis-
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willing to share candid
personal stories.

PAGE 8

The Power of Thoughts

In college I majored in mathematics and double-minored in philosophy and psychology. I love these disciplines and more, I must confess I love complex, erudite, challenging concepts. However, one of the things I love most about Unity is its simplicity. It is simple to understand and effective if applied with diligence and sincerity. One of my friends, who shares a love of the complex, after having studied the basic teachings of Unity remarked, "There's not much to this is there?" Ooh, that stings a little bit. Actually the statement was both true and false at the same time. (I must apologize to Aristotle for this last comment.) Unity is not difficult to understand, but it is very profound and far-reaching in its ability to change individual lives and to change the world.



by John Strickland
Board of Trustees Chair

"Give me something that works in my day-to-day life"

I have found in my experience that some of the talks that I give that I like best (filled with research and scholarly quotations) are not that well received. The response is something like: I don't care how great it sounds, give me something that works in my day-to-day life. When I give a talk with a theme such as, "You can change your life by changing your thinking," it is almost universally applauded as "one of the best you have ever given!" I find this very interesting. I am not in the business of giving talks that appeal to me but have little or no practical value to the audience. I am in the business of teaching Truth, the Truth that sets us free.

I know this to be true; thoughts are things. Thoughts are transformative. Thoughts can heal or hurt. Thoughts can lift or lower. Thoughts can prosper and

thoughts can impoverish lives. Let's remember the power of thoughts. It is simple and there is a lot to this philosophy.

"You can't keep the birds from flying through your hair . . . you can keep them from making a nest!"

Power in the Spoken Word

I have observed in my work as Chair of the Board that it is very easy for me, for ministers, boards and congregants to forget the power of thoughts. Quoting an ancient proverb in one of his books, Eric Butterworth states, "You can't keep the birds from flying through your hair, but you can keep them from making a nest there!" So, it is with thoughts. Let's not let the negative,

unproductive ones make a nest in our minds and hearts. When a crisis arises in our personal life, or in our church, or when we see and hear about national and international crises, what is our first response? Do we retreat into negative thinking; do we engage in consciousness-dissipating discussions, or are we ever-vigilant about our thoughts and feelings? I am like many others—I can temporarily forget the simple truth of the power of thoughts and words and get caught up in the negative chitchat around the water cooler and at the dinner table. This is not the best! There is power in thinking and power in the spoken word. I invite you to join me in making this next month one in which we are watchful over our thoughts, feelings and words. No matter what comes our way, let's resolve to think positively, to believe in the highest outcomes, and to keep our minds in such a state that God can come in and bless us in every situation. Unity's simple truths work! Let's really live them!



John Strickland



Boards of Trustees

A Commitment to Service



by Barbara O'Hearne
Church Management
Consultant

Saying yes to service on a board of trustees is a commitment that carries the responsibility for proactive involvement and advocacy of the organization in the community. The rewards can be great for the individual and the organization benefiting from one's expertise, range of personal and professional acquaintance and enthusiasm for meaningful service. In considering the step to board service in the nonprofit sector, let's look at some topics pertinent to making that decision.

Recruitment, Orientation

A nominating committee is charged with identifying and recruiting qualified people to run for a board of trustees. Once new members are in office and prior to the first formal meeting, an orientation session needs to be conducted with the entire board present. This special meeting brings everyone into the room to learn or review overall organizational structure and the specific roles and responsibilities of the board. The session is facilitated by the board chairperson and the organization's top executive (CEO, president or executive director).

Participation by the entire board is important for (1) team building, (2) the opportunity for review by current board members and interactive discussion with new members, and (3) "assignment" of mentors to help the new members as they transition on to the board.

Duties, Responsibilities

During orientation, some of the key topics for discussion of roles and responsibilities include:

- **Governance:** Develop and implement a board of trustees code of ethics. Be familiar with state laws governing 501(c)3's. Enact charter and bylaws changes as necessary (review existing bylaws in detail every three

years). Have a thorough knowledge of the bylaws.

- **Policy:** Help set policies for operations (in some instances help implement the policies). Review established policies and update as needed. Conduct procedural audits to ensure policies and procedures are being followed.

- **Planning:** Determine and interpret values, mission, vision and goals by developing a strategic plan for the organization. Implement, monitor and evaluate the strategic plan. Conduct an annual review of the

strategic plan and make changes/adjustments as needed.

- **Financial:** Ensure the generation of revenues and adequate money for the organization's operation by being involved in fund-raising activities. Make financial and investment decisions either as a board or through the recommendations of a finance committee. Support the organization through personal contribution.

- **Human Resources:** Hire, support, evaluate and, if necessary, terminate the CEO/president/executive director. Develop a performance review process for staff. Assess and improve board performance through ongoing board education programs. Conduct exit interviews with retiring or resigning board members. Approve and fund staff positions. Support additional training for staff.

- **Marketing/PR, Community Relations:** Assist in developing and implementing a marketing plan. Commit to enhancing the public image of the organization in the local community.

A Personal View

Jeffrey Byrne, vice president of Advancement and Public Affairs for the Harry S.

"My role as a trustee is to represent the interest of the stockholders."

Truman Library Institute, has vast experience in working with boards, especially in the area of fund-raising.

He says, "The expectations for board service are discussed early in the recruitment process. Two key issues must be discussed during the recruitment phase—the mission of the organization and the contributions to fund-raising opportunities. Board members are expected to contribute their own personal money and go out into the community to encourage others to be supportive of the organization."

Ned O'Connor, president of MC Real Estate Services, is or has been a trustee on 10 community boards. "My role as a board trustee is to represent the interest of the stockholders; I do not represent my personal interests. In a community nonprofit, there are primary stakeholders and secondary stakeholders. I believe I have a fiduciary responsibility to the primary stakeholders and to act in their best interest."

Christine Ojile, International Marketing director manager with Hallmark Cards, believes "board members must make a commitment to understanding the board's mission and vision. Truly know



Barbara O'Hearne

what the charter is or why the organization exists and move that forward with personal resources of time, talent and money. Because of many board members' busy schedules, they must decide what combination of the resources will work best for them."

Trends

What does the future look like for boards? David Ross, senior vice president, NationsBank, expressed his concern about boards. "Historically they have been made up of community leaders. The current business environment has so much pressure on executives to deal with the day-to-day responsibilities that there is a shortage of business people going on boards. If these community leaders are not accepting board positions, the organizations are losing valuable expertise, insights and financial resources provided by these leaders."

Dalene Bradford, vice president for Programs at the Greater Kansas City Community Foundation and Affiliated Trusts, says "There is a new wave of younger leadership

who have a basic mistrust of institutions. They care about causes such as AIDS or children's health, but often do not care about preserving or supporting the institutions providing the needed services such as a hospital or hospice facility."

Bradford believes "these young leaders

"A strong board is one that understands the mission and vision of the organization and is willing to undertake projects that make sense of it."

should be seen as a positive force and they will (and do) challenge the status quo and that is good for any organization."

The Final Word

The Reverend Glenn Mosley, Ph.D., president and CEO of the Association of Unity Churches, has 39 years of board experience as a trustee and executive. Mosley is currently a trustee on three foundation boards. He wants board trustees of nonprofits to clearly understand their responsibilities include (a) hiring a high quality CEO; (b) planning for the future; (c) monitoring and evaluation bottomline results and (d) being an advocate for the organization.

"What I proactively support in nonprofit governance," says Mosley, "whether I'm serving as CEO or a trustee, is that the board and administrator create a team and de facto function collaboratively."

According to Bradford: "A strong board is one that understands the mission and vision of the organization and is willing to undertake projects that make sense for it. They avoid 'deciding the color of napkins' and focus on what is right for the organization to be doing in service to the community."

Agreeing to serve on a board may deserve your thoughtful consideration. When there is a good fit between you and what the organization does in our community, I urge you to go for this vital leadership role. Effective and enthusiastically committed board trustees are needed.

Reprinted with permission from *Ingram's* (Kansas City's Business Magazine), December 1998.

I Learned About Ministry From That. . .



Richard Mantei, Unity minister from San Rafael, California, suggested that we could all benefit from the wisdom of colleagues who were willing to share candid personal stories of lessons learned from making mistakes in their ministries. The idea came to him from a sport aviation periodical *Flying Magazine* and a monthly article called "I Learned About Flying From That. . ." The column features true stories from pilots who have messed up or had some unusually dramatic thing happen.

I think Richard's suggestion is a super idea. Experience can be a great teacher. Someone else's experience can be an even better teacher! So here's the invitation.

Send or e-mail me a short story with the theme: *I Learned About Ministry From That*. . . Share the specifics of your experience and what important lesson(s) you learned. Tell us how you embarrassed yourself, created a mess, hurt someone's feelings, or blew it with a board member. How did your mistake, misperception, miscommunication, defensiveness or insecurity make a mountain out of a molehill? Then let us know how humble pie tastes and what discoveries you made about yourself and ministry. You may need to change the names of people in your story to protect the guilty and observe confidentiality. Who knows, your story may help a colleague or a board member resolve a conflict or avoid a disastrous mistake. Those stories suitable for publication will be featured in this column.

Here's an example from my personal experience. (It just so happens that I am a private pilot and this is a true story.)

Shortly after I received my private pilot's license, I became excited to impress members of my church with my newfound hobby. My wife, at the time (a past wife experience), was an attorney with a law practice through-

out the state of Arkansas. She frequently requested that I fly her to Russellville, Arkansas, where she was opening a satellite office. On this particular occasion, a church mem-

ber needed a ride to Pine Bluff, 150 miles southeast of Russellville where she was going to give a dissertation at a local college.

I reluctantly agreed to the cross-country trek, partly because I promised myself that I would not let anything get in the way of preparing for my workshop on prayer, and partly because I wanted an excuse for not working on my workshop.

As usual, my wife was late getting started. By the time we got to the airport we were in a rush. I hurried through the preflight sequence, checking the plane's exterior for problems, loose screws, air in tires, etc. As I opened the door to the four-seat Cessna, I noticed a note on the instrument panel. "NAVs and DG may not be working."

In simple English, the navigation aid and directional gauge were supposedly on the blink. I had problems with rentals before, but nothing ever serious. (I once had my radio go out when I was trying to land. The tower had to give me clearance via a light signal.) I wondered if I should abort the trip, erring on the side of safety. It would take my wife two hours to drive to Russellville. She would be upset, not to mention the church member who gave up her seat in the carpool to Pine Bluff. I jumped into the cockpit and powered up the instrument panel. Everything looked good to me. There could only be three possible explanations for the note. 1) The guy who flew the plane before me was mistaken in his assessment of the flight instruments; 2) he didn't know how to use them correctly; 3) the directional beacon he was tracking was not working.

"Share the specifics of your experience and what you learned."

by Gary Simmons
National Conflict Manager

I decided that because it was such a beautiful and clear day, I could easily sail through the friendly skies by keeping a bird's eye view of the roadways below. After all, I was not rated for instrument flying anyway.

We departed from Fayetteville's Drake Field twenty minutes behind schedule, but with favorable winds, landed in Russellville an hour later. Within minutes we were off again heading for Pine Bluff. About an hour into the flight, I became concerned because it seemed that I had wandered off course. I radioed Little Rock air traffic control for assistance. As it turned out, I was forty miles west of my destination and needed to double back to locate the airfield. Apparently there was a problem with the DG instrument.

By late afternoon we took off to head back to Russellville. A strong westerly wind prevented my passenger or me from enjoying the rest of the ride. I became preoccupied with staying on course. In an attempt to make for smoother air, I increased altitude. This meant that I could no longer depend upon the ground for reference and course correction. I became anxious about being way off course. I decided to head for the Arkansas River and follow it east to Russellville. It would take the guesswork out of my navigation. It seemed as if the navigational instruments weren't working either. Forty-five minutes later we made a bouncy landing to pick up my wife.



Gary Simmons

In all of the confusion and in the presence of all the tension, I forgot to check the fuel level in the wing tanks before taking off for Fayetteville. With only an hour of daylight left, I hurried to get us back into the air. Heading west with the sun in my eyes and a thick haze blanking the horizon I lost sight of the ground. There was not a cloud in the sky above us, but no telling where the Ozark mountains below us were either.

All of a sudden I realized that I couldn't be sure of where I was flying. Without a clear sense of the horizon or the ground, an unskilled pilot like myself, is easily disoriented. With the sun blazing in my eyes it was nearly impossible to see the compass. No compass, no directional and navigation instruments, low on fuel, mountains below, it occurred to me that there were only three possibilities to consider: 1) the fuel gauge was broken and

there was plenty of fuel; 2) the fuel gauge was working, but they always put a few extra gallons in the tanks (don't they?), 3) We were going to crash into the mountains and die, or become crippled for life.

I hesitated in informing my passengers of the problems. How embarrassing! I should

"I prayed. I said the 'Prayer for Protection.'"



have stayed home and worked on my prayer workshop. Then I did what most ministers would do when the worst is about to happen. I prayed. I said the "Prayer for Protection." Well, no sooner than when I mumbled, "The power of God protects me," I heard a big splat on the windshield of the cockpit. A large insect managed to fly through the spinning propeller to make its transition squarely in the middle of my field vision. "Just great!" I thought. You know how it is when you're driving through the country and a bug's guts land smack dab in the middle of your line of sight? Well, here I was contemplating my next incarnation and this bug messes up my front row crash seat. How poetic.

A moment later, I began to notice that if I lined up the sun with the bug's guts, I could fly in a straight line. Flying in a straight line is always better than flying in circles when you're running out of gas or are lost.

The sun was rapidly sinking beneath the horizon when I took a chance to descend to an altitude just clear of the treetops and cell phone towers. To my amazement and gratitude, there was Drake Field and Fayetteville below. Thank God. Thank you bug!

I learned about ministry from my near-death experience in the friendly skies over Arkansas. There are usually three things that happen to you when you blow off doing what you are supposed to do to be prepared, 1) you aren't as prepared as you should be and are forced to "wing it," 2) the Holy Spirit takes you on an adventure that can be considered "preparation," 3) you embarrass yourself in the presence of church members and crash.

The Whole New World of Pioneering



by Eileen Goor, Minister
Burke, Virginia

If the vision is strong and the timing is God's, pioneering is the most joyous experience imaginable. When I spoke to people about my intentions to manifest New World Unity, they asked, "How do you start a new church?" I would reply, "I don't really know. Why don't you come along and we'll learn together?" And what a wondrous experience it has been!

The first organizational meeting was a false start. God knew I wasn't ready when I was teaching and not fully committed to the process. Once I resigned from my teaching position, everything began to flow beautifully. Thirteen people came to a meeting on July 25, 1996. We held our first service on September 21, 1996. Of course, God planted the seed for this church before I even started ministerial school. Though I resisted the notion of pioneering due to comments I had heard about the drawbacks, I now know it was the perfect start for me. It made it much easier to stick to the vision God had provided.

Most of my start-up folks knew nothing about Unity, and they didn't want church to be like they remembered it. So we had a fresh start and continue to be open to unique ways of doing things. Even when someone with a Unity background appears and says "At our church, we..." I find it easier and easier to say, "That's great! Isn't it wonderful that Unity provides a variety of experiences."

Finances

Since this vision clearly called for full commitment, and our family had needs that more than devoured our income, I had to see the ministry paying me enough to replace my teaching salary. After a little over a year, my total package is \$38,800 in housing and salary, plus 20 percent of my income to a pension plan with the Association, conference expenses up to three a year, plus two massages a month (my benefit package as I don't need insurance).

Because professional music is an absolute priority for me, we have also had paid musicians since the first service. I know their talent feeds people and brings them back. Go-

ing into our second year, we hired an office assistant for \$12/hr for about 18-22 hours per week which frees me to do ministry.

I mention all these financial aspects because the "myth" I most had to see beyond was, "You will have to wait until the church is established to get paid much or to have other paid positions." Waiting was not an option in my vision. How

did we manage to carry this off? We did it through reliance on principle. I was clear God had ordained this ministry, and I was clear God would sustain it abundantly. In fact, I have never been so clear about anything in my life! When early discussions started about holding fund-raisers to get money for our first rent, I realized our job was not to raise funds; our job was to plan the best service imaginable. And that we did! The rent was paid before the first service and the rent, plus every other bill, has been paid on receipt ever since. It's awesome how the flow has been steady and prolific. We were gifted with over \$100,000 income our first full calendar year. We have \$13,000 in an expansion fund for the next great opportunity that comes our way. We have purchased a computer, tape duplicator and lots of other helpful equipment. We have felt we could do anything that came to us as ours to do without questioning the expense. What has made all of this possible with a brand new congregation? One definite component is that we are on our third round of 4T (15 participants this time), and I am there to model and facilitate prosperity consciousness. I know it has done tremendous things for our whole church consciousness, financially and in every other aspect, too.

"Most of my start-up folks knew nothing about Unity..."

Facility

Renting in a public school works out very well for us. Of course, it has its little quirks (arriving to find they have removed all the chairs and set up desks instead, or the sound system is messed up). But these inconveniences don't happen often. We are blessed with an especially beautiful auditorium with blue carpet and matching chairs. We also have a hospitality table in the entryway (it happens to have a tile floor and plug for the hot water.) We now have a gourmet baker displaying her talents each week.

The use of classrooms appeared to be very limited at first, but as we prayed and waited for God's response (a method we use often to get past apparent obstacles), the way opened. We now use three classrooms very close to our sanctuary and are close to needing a fourth for a nursery.

We had been assured that there was absolutely no storage space available. But without even asking (God knew before we asked), we were offered a rather large storage area with shelves right next to the sanctuary. The reduction of "schlepping" boxes has been such a blessing since we have started a bookstore, lending library and tape duplicating; plus the usual "stuff" that grows each week for youth education, prayer ministry, outreach, etc. The school is not the best atmosphere for evening meditation and classes as there are sometimes basketballs bouncing around the halls, but we hope to get a classroom/office combination nearby soon.

Events:

Some of the exciting events we have experienced are:

•**Recirculation Day**—This most awesome experience provided FREE clothing, household goods, toys and an array of other items. We also furnished several apartments. It was a most extraordinary day! It clearly had an effect on the community, but the greatest impact was on the members of our congregation who participated.

•**Outreach Projects**—Having just passed our first anniversary, our congregation has stuffed 35 backpacks to the brim, provided seven families with complete Thanksgiving dinners, played Santa to six families with several children each, volunteered regularly at a nearby school and collected hundreds of toothbrushes (with toothpaste) for the local Ecumenical Help Council. All of this from a congregation that has yet to fill over 80 seats on a regular Sunday.

•**Rededication Ceremony**—We choose not to limit any opportunity, so we

were very clear that all couples could participate in the ceremony regardless of "legality." We had 14 couples and a totally involved congregation. We took pictures of each couple and gave them a beautiful frame which included the prayer read to them by the congregation.

"We have recently hired an organizational consultant to help us stay on track."

•**Small Group Experience**—We have just had our first round of small groups meeting in six homes as far as 30 miles each way from the church. Participants are just loving it. The facilitators all report having an incredible experience. We used *The Universe is Calling* by Eric Butterworth. I wrote five to six discussion starters for each chapter so the facilitators are only in charge of keeping things moving and on track. We will offer this experience at least twice a year.

Since teaching is in my blood, I have at least two classes going besides 4T all the time. Half of them are Unity credit courses and half are more mainline topics to draw new people in and to feed those already involved. Every Wednesday evening we have a healing prayer service.

We have recently hired an organizational consultant to help us stay on track. I am very excited about this opportunity to have someone hold the high watch as we get more involved in process.

We require our new members to attend an orientation where we can learn more about them and share our vision. We also had our first children's orientation where our children learned about the church from their own perspective and decided whether they wanted to join and how they wanted membership to look for them.

We have attracted wonderful leaders and interested observers. Some have jumped into the water while others stick a toe in to test. However, all are amazed as together we experience the adventure of pioneering a work for God. We wish the same elation for many more emerging pioneers, and we offer our support in holding your vision. E-mail us at <nuworld@erols.com> and we will happily respond promptly.

"How do I get my specialty courses?"



by Martha Mosley
Vice President of Education

"How do I get my specialty courses?" was the most common question asked by a number of individuals taking leadership courses in the Continuing Education Program at Unity Village. I met with some thirty of these individuals, and we obviously had different understandings. Perhaps there are others of you with the same question.

At its inception, the Association's part of the Leadership portion (40 hours of specialty courses and 60 practicum hours) was intended to accomplish two major goals.

First, it was to encourage and solidify the relationship between the minister and the licensed teacher candidate. Over time many individuals have taken continuing education courses for their own self enrichment only to discover that they wished to use what they learned in service to Unity and to their local Unity church.

The next obvious step is to talk with the minister about how the congregation may best be served. By including the minister in the initial conversation about becoming a licensed Unity teacher, both the candidate and the minister have the opportunity to discuss options and goals.

The second major goal is service to the congregation. It is primarily up to the minister to work with the licensed teacher candidate to determine what further enrichment of his or her training is needed to best serve the ministry. We have suggested generalities such as communications or education courses at a local college or taking seminars offered in the local community. However, these are only general possibilities.



Martha Mosley

The local Unity minister is best equipped to know the needs of the church and its future direction. So, it was envisioned that he or she would help the candidate to design a course of study to enrich the skills needed to meet the needs of the

church. This is an opportunity for the minister and candidate to creatively design such a course or project. Part of the course design might be a project to discover the needs of the congregation.

**"... know
the needs of
the church
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future
direction."**

So, generally speaking, a specialty course should meet the following criteria:

- the minister and licensed teacher candidate have met, discussed options, and have agreed that the course serves the needs of the ministry;
- the course design complements the learning for the candidate's chosen focus area (adult education, pastoral care, or administration).

If there is a need for further clarification or assistance, please contact me.

An Invitation to Present Graduation Bibles

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

There will be 37 graduates receiving Bibles this year. If you would like to participate, please send \$45.00 made payable to the Ministerial Education Program, and note that it is for a graduation Bible. Address the envelope to: **Toni Boehm, c/oUSRS-MEP, 1901 NW Blue Parkway, Unity Village, MO 64065-0001.** This check should be sent by **April 15, 1999.**

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

Nearly 100 special friends of a church gathered to hear the board president report on organizational advances and share her vision for the future.

Five minutes into her talk the lights went out. She urged the audience to be calm. "I'm sure the electricity will be restored shortly. Please be patient."

A minute passed. People began to fidget. And then, from the audience, a woman said, "I have a candle here in my purse and some matches."

A moment later, a flame appeared and the darkness rushed away. A sense of calm returned. Soon after, the electricity was restored and light once again flooded the room.

Interestingly, the speaker had just mentioned the importance of endowments. Now, with her microphone working again, she resumed her presentation. But not with the planned script. She was wise enough to seize the moment and draw on their mutual experience of the darkness and the candle.

"Endowments," she said, "are like candles. They provide light in the darkness of an uncertain future. They permit us to look ahead and plan with confidence. They shine rays of hope."

She talked about the perpetual flames of endowment funds and how they provide financial light for future generations. "You can create your own endowment and light a candle of hope. Future generations will benefit from your foresight."

The foregoing account is adapted from a true story. And though some of the details have been changed, it is entirely accurate to say that our legacies and planned gifts to our Association of Unity Churches ensure the future of our Unity movement. They are indeed candles aglow with promise.

One of the finest things you can do is create a meaningful estate plan that fulfills your goals and dreams. You, too, can light a candle to bless Unity. You can do it now with cash or securities, or later through your will or a charitable remainder trust.

To obtain information about our gift planning program, please complete and return the

Candlelight

response form below. Or call the Association of Unity Churches Director of Gift Planning, Alan Davis, at (816) 554-7414 Ext. 354.

Who is this Director of Gift Planning?

Hi, my name is Alan Davis. I recently joined the Development Team to lead the gift planning effort. I come to this mission with a great deal of Unity experience having started in Unity as the janitor of Unity of Bakersfield in 1965. I have been a board member of two Unity churches, having served as treasurer and president. In April of 1998 I was licensed as a Unity teacher. I am a retired Naval Officer and have a Bachelors Degree in Electrical Engineering and a Masters Degree in Business Administration. I am married to Mary Ellen Davis, licensed Unity teacher, and we have three children.



by Alan Davis
Director of Gift Planning

(Please copy, complete and return this reply form.)

Dear Friends at the Association of Unity Churches:

- ☐ Please send me free literature about creating a Gift Plan including my Unity Church and/or the Association of Unity Churches.
- ☐ Please contact me personally. The best time to call me is: _____.
- ☐ I have provided for the Association of Unity Churches in my will or other estate-planning document.
- ☐ Please send information about the Association of Unity Churches Wall of Honor.

Name: _____

Address: _____

City: _____

State: _____ Zip: _____ Phone: _____

Mail this form to: Association of Unity Churches, P.O. Box 610, Lee's Summit, MO 64063.
or E-mail to devplan@unity.org

Music for Love Notes represents a variety of styles



by Members of the
Music Committee

We are so blessed to have such a high standard of submissions for *Love Notes*, although it makes the selection process difficult. This current set of music represents a variety of styles and uses, some uplifting and some meditative, for soloists and for choirs.

Nancy Abercrombie, a gifted composer, is represented with two selections. *I See Divinity In You* conveys an uplifting message and acknowledges the Christ presence in others. It has a gospel 3/4 feel and could be used on a variety of occasions.

Come Into The Silence, also by Nancy Abercrombie, is a perfect song for leading into meditation. She has written a wonderful chord progression on the bridge. This is a beautiful solo or unison choir piece, but is accessible enough for congregational singing.

A great choice for baptisms and christenings is *Little Candle Shine*, written by Joseph and Theresa Brunelle. The accompaniment could be played easily on guitar as well as piano and may also be performed as a duet.

Come As You Are has great accompaniment tracks and conveys a message of welcoming and acceptance. How about something special for your next Friendship Sunday? It has an "up" feel and is set to a driving 6/8 beat.

Noah Karrasch has created a new setting of the *Prayer of St. Francis* in a flowing 12/8 rhythm. His lilting melody is easily remembered and the accompaniment easily mastered. This is a wonderful choice for themes of stewardship and dedication.

Looking for something new for your choir? Thomas Sturdevant's SATB setting of *The Beatitudes* is written using traditional harmonies and phrasing and can be performed without extensive rehearsals. The range is accessible (soprano high note is G) for most choirs and will be a great addition to your repertoire.

Your music committee members hope you will enjoy using these six wonderful compositions in your church services soon.

Bert Dalton

**"Healthy
sounds
invigorate,
energize
and balance
us."**

-Steven Halpern

More Music Committee News

Questions, questions! Here are some of the most often requested items of information that we receive calls about (and some upcoming programs and events). Don't forget to check out our website for other music information & guest musicians to be featured at the national convention!

Convention Music Workshops:

The Healing Power of Music: Vibrational Medicine For You And Your Church
by Kathleen Cole

Experience the restorative power of music, its effect on your physical and emotional health, and its ability to awaken and deepen your connection to the Divinity in you in this morning workshop. Participants will experience toning, entrainment and chanting, along with developing an understanding of why and how certain songs and hymns increase the effectiveness of the order of service.

Developing a Successful Music Program in Your Ministry

by Coco & Alinda Ramos (Translated into Spanish)

Explore the nuts and bolts of developing a good music program, and learn the various stages of starting, developing, and managing a dynamic program in your own ministries.

The Search For The Sacred: Music & Art In Traditional Cultures

by Judith Frey

This slide and music presentation focuses

on the music and art of long-standing tradition from twelve world cultures, allowing the participant to experience the inner life of each group. Slides of art, architecture and scenes along with Judith's commentary, will reflect the experience of the sacred in each culture.

Choral Piece Available

If you purchased *Love Notes* Program #12, please contact us to receive the choral version of "Your Neighbor" by Richard Mekdeci.

Hymnal Update

Many of you have called or written asking about the status of the hymnal project. We were inundated with submissions (which is a good thing), but that fact has extended the project. It is taking the committee longer to evaluate and rate the songs, and Rod Hardesty, our dedicated volunteer, longer to enter the results into a database so we can take the next steps in the process.

The next steps to be taken by the Hymnal Committee after January meetings are:

- *To write all authors/submitters to let them know the status of their song/s
- *To select 500 songs initially, to be reduced to 300 for the hymnal
- *To separate songs into index categories and to ensure a well-rounded hymnal
- *To write each author for permission/contracts, changes, or arrangements
- *To decide on layout, book design, etc.
- *To send pieces to be arranged
- *To have the hymnal printed and distributed

Because of the amount of time it is taking to attend to each area of the project, we are planning a 2001 publication date. For further information, please contact Marsha Penrose at 816-524-7414, ext 330, e-mail at ssa@unity.org or write the Association.

Marsha Penrose

Most Requested Songs

(from the Unity Village Retreat
Department Music Resource List)

Surely The Presence of the Lord Is In This Place
words and music by Lanny Wolfe
Copyright 1977 by Lanny Wolfe Music and
Benson Co., Nashville, Tennessee

In This Very Room
words and music by Ron and Carol Harris
Copyright 1979 by Ron Harris Music

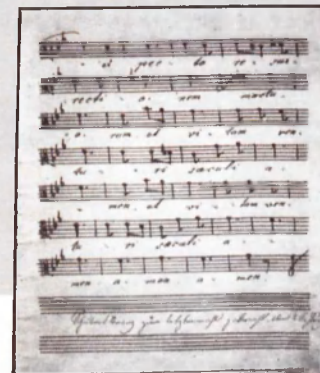
Holy Spirit Come

Words and music by Jack Hayford
Copyright 1988 by Maranatha Music

Here I Am Lord

Words and music by Dan Shutte, S.J.
Copyright 1981 by North American Liturgy Resources

"Watch for a new hymnal songbook in 2001!"



One More Step

Words and music by Joyce Poley
Copyright 1986 by Joyce Poley and
1992 Unitarian Universalist

Behold What Manner of Love

Words and music by Patricia Van Tine
Copyright 1978 Maranatha Music

Heaven Is In My Heart

Words and music by Graham Kendrick
Copyright 1991 by Make Way Music. Administered in North and South America by Integrity's Hosana! Music c/o Integrity Music Inc.

Seed of God

Words and Music by Julie Howard
Copyright 1990 by World Library Publications, a division of J.S. Paluch Co. Inc., 3825 N. Willow Road, PO Box 2703, Schiller Park, IL 60176

Holy Ground

Words and music by Christopher Beatty
Copyright 1982 Birdwing Music/Cherry Lane Music Publishing Co., Inc.

Weave

Words and music by Rosemary Crow
Copyright 1979 Rosemary Crow, 33 Deerhaven Lane, Asheville, NC 28802
Also in Wings of Song Hymnal #212

My Dedication

Words and music by Claudell Hefner County
Unity School of Christianity, Unity Village, MO 64065

Attitude of Gratitude

Words and music by Marshall Stern & Richard Mekdeci
Copyright 1997 by ITOI Music (816) 737-8299

God Is

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Together Through the Threshold of Tomorrow

Preparing for 2000 with Boldness and Genius



by Debbie Ball
Convention Coordinator

Make your plans now to join us at your Association of Unity Churches 1999 Annual Convention. **Please note that the dates for the convention this year are May 31st (yes, we are beginning on Memorial Day this year!) through June 5th.** Be sure and make your airline reservations ahead of the holiday rush to ensure you will get the flight you want to come to the convention.

(This will also apply to those making plans to attend the Future Search Conference). Opening ceremonies will be at Unity Village on May 31st beginning at 4:00pm. Don't miss this exciting event!

Special Music:



Once a singer/songwriter who talked a lot, **Jana Stanfield** is now also a professional speaker who **sings** a lot. A former television journalist, she calls her unique brand of music "heavy mental." She inspires, dazzles, and encourages audiences. In addition to appearances on the Nashville Network, she is also featured on a regular PBS show called "Tennessee Crossroads" and is a double-platinum singer-songwriter whose songs of love and life have been recorded by Reba McEntire, Andy Williams, Gary Morris, John Schneider and Suzy Bogguss.

Using "outrageously healthy" doses of humor, combined with uplifting songs and stories, **Greg Tamblyn** delivers a powerful and passionate message centered around laughter, love,



"Remember, this year's convention is May 31-June 5."

and service in his musical presentations. He has performed nationally on the Nashville Network and had songs recorded by other artists as far away as the Philippines. He was rated "Best Male Vocalist in Kansas City" by the Squire Newspapers.

A powerful singer-songwriter who has touched the hearts of millions, **David Roth** combines humor and pathos in a powerful blend of highly original music in his performances. One of his most popular songs "Rising in Love" was

performed at the 100th anniversary of Carnegie Hall. David also delights audiences with his creativity and enthusiasm as he encourages people to embrace the natural singing ability we all possess.



A voice of brilliance and electrifying energy, **Sheila Gautreaux** has captivated audiences with a voice of unique beauty and clarity and a charming and gracious stage presence.

Both in America and Italy, audiences have witnessed Ms. Gautreaux's powerful portrayal of Gilda, Lakme, Olympia, Juliette and Violetta. She has received high praise for her innate ability to create compelling characters and weave magic upon her enthralled audience.



Special Keynote Presentations:

*"Memories,
lost between the pages of our mind;"*
*"Memories,
sweetened through the ages just like wine;"*
*"Memories,
...."*



You won't want to miss *A Night to Remember* featuring **Charles Fillmore**, **Rosemary Fillmore Rhea** and **Connie Fillmore**. Join us as we stroll down memory lane and learn some things you may not know about the Fillmore family as well as share in the memories of the Unity movement. This will be a very special evening in Unity's history.

"There is a simpler way to organize human behavior. It requires a new way of being in the world. It requires being in the world without fear. Being in the world with play and creativity. Seeking after what's possible. Being willing to learn and to be surprised."

From the bestselling book
A Simpler Way
 Wheatley and Kellner-Rogers

Margaret Wheatley is president of the Berkana Institute and a principal of Kellner-Rogers & Wheatley, Inc. The Berkana Institute is a nonprofit educational and scientific research foundation supporting the discovery of new organizational forms.



In more than 25 years of consulting and research, Dr. Wheatley has worked with a wide variety of Fortune 500 clients, educational institutions, nonprofits, and health care organizations, from CEO's to assembly line workers. She is a frequent keynote speaker in the U.S. and internationally.

Margaret will share **"Reclaiming Hope: The New Story is Ours to Tell"** on Tuesday evening, June 1st. This is the new story of human possibility and creativity, of what

people are capable of when we come together to do meaningful things.

"Visionary organizations position themselves to shape their future rather than be shaped by other forces. A shared vision provides clarity, stimulates creativity, unites di-

"Together Through the Threshold of Tomorrow..."

verse individuals, and creates a synergistic, passionate force that makes a profound difference."

Dr. Eric Allenbaugh

Eric is the author of the bestselling book **WAKE UP CALLS: You Don't Have to Sleepwalk Through Your Life, Love or Career** which has been translated into Swedish, Spanish and French. He has been a guest on nearly 300 television and radio talk shows regarding leadership and life issues.



Dr. Allenbaugh will present **"Be What You Seek"** Wednesday evening, June 2nd. This insightful, witty, principled, and pragmatic presentation will have application in both your personal life and in your place of work.



Leona Evans is the coauthor of two exciting books, ***Nothing Is Too Good To Be True: 7 Steps to Personal Freedom and Creative Fulfillment*** and ***Spirituality and Self***

Esteem.

Leona is a Unity minister and holds a Master of Arts in Religion. She has hosted her

Continued on page 18. . .





own television show, *Dimensions of the Human Spirit*, and currently hosts the popular nationally syndicated radio program, *Positive Living*, on which she interviews authors, lecturers, and celebrities from across the country.

In her presentation "**Spirituality and Self-Esteem—Paradigm for a New Millennium,**" Leona discusses the importance of self-acceptance in our spiritual quest. She challenges the concept of dualism in religious thought and explores a new paradigm of wholeness that integrates our humanity with our divinity. Please join Leona on Thursday, June 3rd at 11:00 am for this thought provoking talk.

This year we are offering Spanish-speaking keynotes and seminars to embrace our Spanish family of Unity. **Mario De Ferrari**, Unity minister will present a keynote Wednesday Morning, June 2nd at 11:00 am. Mario's presentation is entitled



"Naboth's Vineyard" and the focus will be on the increase of the good fruits of our labors by tending our roots (Unity traditions) and actively pruning what is no longer needed.

The **Reverend Dr. Barbara King** will join us Tuesday morning, June 1st at 11:00 am for a special keynote. Dr. King is founding minister of the Hillside Chapel and Truth Center located in Atlanta, Georgia. Since 1971, the church has expanded to a 1200 seat "Church-in-the-Round" to accommodate the ever-widening circle of members and friends uplifted by the ministry.



A special presentation of the all new *Continuing Quest* book series is the featured keynote topic Thursday evening, June 3rd. Appearances will be made by **Jim Rosemergy**, **Chris Jackson**, and **Glenn Mosley** from the Unity Management Advisory Council; **Mary**

Omwake, minister of the Unity Church of Overland Park, Kansas; and by authors of each of the four books planned over the next four years. A special new *Quest* song, written by Coco Ramos will be introduced this evening.

Chair of the Board, **John Strickland**, will be sharing his vision for the future of Unity not only with the hundreds of people gathered in Kansas City, but with potentially thousands more around the globe. Technology permitting at the Hyatt, Strickland's closing remarks will be webcast around the world.

With your Association's commitment to utilizing the ever-advancing technology, Unity can make a dramatic difference in its goal of advancing the consciousness of the world! We desire for as many people as possible to be present in Kansas City. Those who are not

physically present can potentially join with us via the Internet.

**"Exciting
keynotes
and music
planned for
convention
this year."**

This could be really big...

Small groups have received a lot of airtime in recent years.

- ◆ What trends are driving the small group movement?
- ◆ What do you need to know to start an effective small group ministry?

Find out more in our Marketing Research Bulletin #3, *Small Groups*. Contact Lisa or Cary at 816-524-7414 or dom@unity.org.

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. 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*.)

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February 15-21
March 7-13
April 2-9
April 24-30
May 27-31
May 31-June 5
June 7-10
June 12-18
June 27-July 2
July 23-26
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TABLE OF CONTENTS

Boards of Trustees ----- 6
A Commitment to Service

Candlelight ----- 13
Endowment Funds

CEP Specialty Courses 12

Contributing Friends -- 19

Convention '99 ----- 16

Dear God ----- 5

The Future of
Unity Ministries ----- 2

I Learned About Ministry
From That ----- 8

Music for Love Notes -- 14

The Power of Thoughts - 3

The Whole New World
of Pioneering ----- 10

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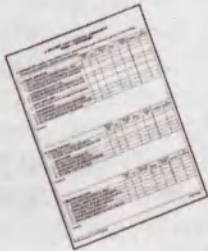


The Future of Unity

Association to host Future Search Conference

PAGE 2

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A new tool for a

Healthy Unity Ministry

PAGE 6

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Would you like to pioneer?

You may want to consider starting a church in one of our target cities.

PAGE 8

The Future of Unity. . .

Association to host Future Search Conference



by Charlotte Shelton
Transition Team Member

On a cold, blustery Midwest weekend in January, 1996, fifteen people came together at Unity Village to discuss the future of Unity in general and of the Association in particular. These people were a part of a "Transition Team" of lay members, ministers and Association staff. Their charge was to help transition the Association of Unity Churches into the twenty-first century.

After exploring the current structure of the Association and the major trends at play in the world, this group recommended that the Association host a Future Search Conference. Such a gathering brings together a large group of relevant stakeholders to envision a desired future and develop goals and action plans for co-creating the future. Many hours of planning and praying will soon make this conference a reality. On May 28, 1999, 192 stakeholders will come together in Kansas City to dream big dreams about the future of Unity. Stakeholders will include not only ministers and congregants, but also church and Association staff, board members (both from local ministries and the Association), YOUers, licensed teachers, ministerial students, Unity School staff and even nonmembers from organizations such as the Institute of Noetic Sciences, INTA, Church of Religious Science, HeartMath, World Future Society and the Templeton Foundation.



Charlotte Shelton

These 192 people will meet in three groups of 64 for the first two days of the conference, joining together on the third day to integrate their visions and develop implementation plans. The participants were

selected from a pool of more than 400 nominations. Finalists were randomly selected through a computer matrix based on demographic variables such as gender, age, ethnicity, ministry size and geographic location.

"We expect great miracles to come from this Conference."

As conference coordinator, I am an Overland Park congregant, consultant, business school professor and author of *Quantum Leaps: 7 Skills for Workplace ReCreation*. The Six facilitators, all Unity people with in-depth training in the Future Search methodology are **Lloyd Boothe**, a consultant in

WiseWork in the greater Kansas City area, attends Unity on the Plaza; **Christine Butler**, Director of Resource Development for the Metropolitan (Kansas City) Community College District attends Unity of Overland Park, Kansas; **Dick LaFever**, independent consultant to business and Native American groups, and board member at Unity in Anchorage, Alaska; **Steve Cumbie**, real estate developer, member of the Transition Team, and former board member at Unity of Oakton, Virginia; **Drucie French**, also of Unity of Oakton, recently earned a doctorate in mythology; and **Barbara O'Hearne**, Church Management Consultant for the Association.

These facilitators will serve as guides, leading the participants through a radically different, whole-brain planning process that engages the heart as well as the head. During the course of the three-day event, participants will create a time line, showing major events over the past 33 years of the Association's history, in their personal lives, and in the world at large. They will develop lists of "Prouds and Sorries" that capture both their positive and negative perceptions of Unity, and they will design and present skits that

capture their visions of Unity in 2010. Each of the conference tasks honors the diverse perspectives of the participants while also continuously seeking to discover common ground.

At the end of the three-day event, participants will have agreed on a common vision for the Association of Unity Churches and they will have created action plans for implementation. Most of the work will be done in small, self-managed groups. The basic assumption behind the process is that ordinary people by combining their unique skills and knowledge can produce extraordinary outcomes. Conference outcomes can never be predicted, but they are likely to be renewing, productive, idealistic, practical and surprisingly long lasting.

A video capturing key conference activities and outcomes will be produced and presented to the conference body for ratification. This video will also be used to educate and enroll additional people in implementation activities. The video, along with bulletin-ready, conference-outcome inserts will also be made available to local ministries. Association staff member, Carl Osier, will be coordinating follow-up activities. Results will be tracked on a quarterly basis and progress on goals will be reported in *Contact*, *The Minister's Letter*, on the Association website and at regional meetings. A formal status report will be presented by the Transition Team to the Association board and conference body at the year 2000 Conference in Hawaii.

We who have been involved in planning this event expect great miracles to come from it. We believe that this process not only generates more passion and commitment than traditional planning process, it aligns with Unity principles by honoring the wisdom of all stakeholders. The Future Search process is, quite literally, spiritual discernment in action.

Join in Prayer

To include everyone in the future search process, Sunday, May 30, has been designated *Co-creating Our Future Sunday*, in hopes that all congregations will be a part of the communal prayer consciousness bringing about our dreams for Unity. Information and bulletin inserts will be sent to all ministries this spring. Prayer teams will be holding the vision for the future throughout that weekend, seeing all participants working

from a center of creative discernment. Please join in this consciousness with us.

Charlotte Shelton, a member of the Transition Team, is a founding member of WiseWork, a virtual consulting organization; and a Clinical Professor at Rockhurst Col-

"The Future Search process is, quite literally, spiritual discernment in action."

lege (Kansas City) School of Management. She holds a doctorate in counseling and is a frequent seminar/conference speaker.

Coming in August: Unity Ministers Executive Institute

In August, 1999, the first session of the Association of Unity Churches' Unity Ministers Executive Institute, a postgraduate program, will be held in Kansas City with two additional three-day sessions in other cities, concluding in June, 2000.

The purpose of the Institute is to:

- Provide a high quality executive leadership educational and training program for field ministers in order to grow successful ministries
- Assess, expand and enhance the leadership and executive skills of field ministers
- Build the commitment and capacity for ministry leadership at the local level, within the regions and at the national level in the Unity movement

Ministers: Watch for full information in the next issue of *The Minister's Letter*.

Or, contact: Barbara O'Hearne, Director, Oak Hall #1212, 4550 Warwick Blvd., Kansas City, MO 64111; 816-532-3353; ohearnekc@aol.com

Humble, Servant Leadership ●



At this year's South Central Regional meeting one of the speakers was the Reverend Roger Teel of Mile High Church of Religious Science. He shared a story about Mother Teresa that has stayed with me. It seems that there was an argumentative reporter interviewing her. He said to her, "In your work you have probably reached 100,000 people, maybe 200,000 at the most. In your own city of Calcutta there are more homeless, sick and dying than that. When you consider how many such people there are around the world, can you really consider yourself a success?" Mother Theresa replied, "God didn't call me to be successful. God called me to be faithful." I love that reply.

As I look back at my 22 1/2 years in ministry from a beginning church in California, to serving in Florida, to serving as director of Silent Unity, to serving in New York City, to serving here in Honolulu and serving as Chair of the Board of the Association of Unity Churches, I can see that what we need most are people (ministers, licensed teachers, staff, board and volunteers) who have been called to be faithful. Yes, we want every person and every ministry to be successful, but we want most of all for people to be faithfully connected to the One Presence and Power. And we need ministers who will teach others how to make this same connection.

In my various capacities I have seen many problems in ministry. In perfect candor, I must confess that I have caused a number of them. I believe that most of the problems are caused by the ego, either over-inflated or under-inflated. We need the ego—it's part of us. But if the ego is not healthy, we get into trouble. I see this within churches. I see this within the Association. I have seen ministers with huge egos build large, seemingly successful churches. Our particular brand

of spiritual philosophy seems to tolerate (sometimes even admire) leaders with big egos. Their magnetic personalities draw large followings. But I submit that when

the house is built on ego-gratification it is built on shifting sands and sooner or later will come tumbling down. Often the conflicts in churches arise over clashes of egos. Powerful individuals begin to insist on their own way and clashes take place at the ego level. When we are angry with others, is it the Spirit within that is angry or is it the little self that insists on its own way? We must build our lives and our houses of worship on faithfully answering the call. We must learn to be

"...most of the problems are caused by the ego."

humble (not falsely humble, but truly humble) servant leaders.

As I write this article I am reflecting on the ministries of several humble, servant leaders in Unity who have done marvelous works over the long haul. Their works are not big. They have not made big names for themselves. You may not even know them. But they answered the call with faith, with persistence, with love. They are willing to serve without thought of return. They have not been the most dynamic speakers I have ever heard and they don't have the largest churches, but they minister in beautiful ways. And Spirit has taken care of them as they have taken care of their responsibilities. They have not sought personal glory. To you and all the others who have answered the call to be faithful, I salute you. I honor you. I give thanks for you.

You are my role models. You are my heroes. You are the true successes in the highest sense of the word. May God continue to bless you. We and the entire world need you.



John Strickland

by John Strickland
Board of Trustees Chair

From our hearts to yours, we say thank you for sharing this vision by personally imprinting in Wings your love and words of celebration. Your willingness to say "yes" honors the heritage and vision of our Unity ministries as we welcome the 21st century.

Share this opportunity with other Unity friends and family. Invite them to join you as part of our 2000 X 200 Team of Visionaries. Together, we create a living legacy for the future growth of Unity and the expanding services of our Association of Unity Churches. Your personal invitation to others makes a real difference.

Our 2000 X 200 Team of Visionaries:

Wilton Jamey Aebersold	Amanda & Bob Howard
Debbie Allen	Barbara & Lincoln Howell
Anna and Scott Andes	Scott and Amy Ingell
Charles R. Ashman	Barbara A. Jeschke
Clare Austen	Alfred & Dolores Johnson
Young and Soon Bae	Richard R. Johnson
Joel Baehr	Timothy Johnson
Krya Baehr	Pearl Marie Juneau
K. Celeste Barrett	Marjorie Kass
Lou and Marilyn Beck	Patricia Keel
June Bender	Floy N. Kelly
Betty Benson	Linda Poole Kennedy
Thomas Alan Berg	Charles Kepler
Barbara Bergen	Carol Kniskern
Olaf & Mary Jo Bjornstal	Sally H. Kinarthy
Juli Ann Boehm	Wayne Zimmerman &
LoVom Bowe	Karen Kiske-Zimmerman
Marion Bowie	Kingerlee Kuwica
Esther L. Brown	Frank and Joyce Lafattuta
Diane Carr	Joann Landreth
Marjorie Carroll	Nancy Leahy
Anthony Cerniglia	Carole Lunde
Chris & Jerry Chenoweth	Patrick & Yvonne McAndrew
Pat Clegg	Diana H. McDaniel
Melanie & Steve Coakley	Wayne & Janet Manning
Ian Cohen	Richard & Regina Mantel
Johnnie Coleman	Robert & Marcia McCartney
Sharon Connors	Hal and Sonya Milton
Ann Corrigan	Glenn Mosley
Dorothy Cummings	M. Allen and Debbie Moss
Alan & Mary Ellen Davis	Marilyn T. Muchlbach
John and Marleen Davis	Maria E. Nemeth
Nancy A. Decandia	Barbara O'Hearne
Barbara Decker	Nancy Oristaglio
David Dolson	Carl Osier
Mary Katherine Dombek	Bernie and Maxine Owen
David and Alice Durksen	Lawrence and Diane Palmer
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Robert and Janet Ellsworth	Margaret J. Pounders
Jimmie Irene Evans	Peter J. Prato
Mary Ann Finch	Judi and Harry Purcell
Nellie and Wray Fleming	Allen and Anne-Jeanne Quay
Linda and Jack Foreman	Roy J. Rackley
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G. Norene Gaines	Dr. Jim and Leona Remington
Helen Dade Galiardi	Judy and Doe Renner
Ellen Gardner	Paul John Roach
Dorothy Genske	Barbara Jackson Rutherford
Frank and Martha Giudici	Al Sears and Shay St. John
Argentina Glasgow	Janet C. Sandborg
Roger & Barbara Goodwin	Ted Schneider
Ernestine Griffin	Jennie B. Scigalski
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Elizabeth Thompson-Stocks	Randolph and Carrie Wilkinson
Tom Thorpe	Bill and Sherrie Williams
Jessie Tompkins	Maurice Williams
Juan Enrique Toro	Lisa Wittman
Will and Marilyn Tuttle	Nancy and Bill Worth
Harriet and Jim Valliere	

Our Heartfelt Thanks

IN MEMORY OF:

William Albert (by Emily Albert)
Reba Bancroft (by Shay St. John)
Harry (Dukie) Derrick (by Shay St. John)
Deborah Shay Fifer (by Shay St. John)
Cleo Lee (by Chuck Kepler)
Helen MacNamera (by Patty Edwards)

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Unity-in-Marin, San Rafael, CA
Unity of Ventura County, CA
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Mountain Light Unity, Evergreen, CO
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Unity of Martin Cnty, Stuart, FL
Unity Church in Christ, Tallahassee, FL
Unity North Atlanta, Marietta, GA
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Unity Church of Peoria, IL
Detroit Unity Temple, MI
Unity Urban Ministerial School, Detroit, MI
West Side Unity, Detroit, MI
Unity Church, Chesterland, OH
Unity Church of Christianity, Tulsa, OK
First Church Unity, Nashville, TN
Unity Church of the Hills, Austin, TX
Unity Church of Beaumont, TX
Unity Church of Fort Worth, TX
Unity Church, Grapevine, TX
Unity Christ Church of Bon Air, VA
New World Unity, Burke, VA

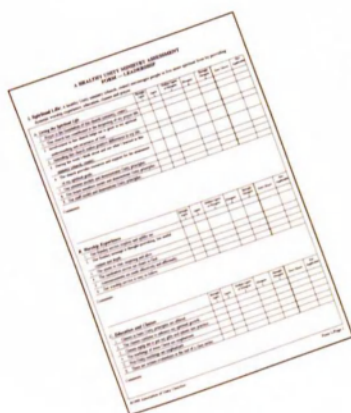
Attention Unity Members:

Wings Across Time invites your personal 100 word or less "testimonies" about the difference Unity has made in your life.

A signed "permission to print" is requested. Selected submissions will be used throughout *Wings*.

Wings Across Time

A new tool for a Healthy Unity Ministry



The Standards Committee has been studying the characteristics of a healthy ministry. The result of their in-depth study is an easy-to-use assessment instrument. The Healthy Unity Ministry Assessment has been field tested in preparation for movement-wide use. The Bible tells us to "test the spirits" and reflect upon how well we are doing in our personal and family life. The Healthy Unity Ministry Assessment provides Unity ministries with a tool to "test the spirits," the health or wellness of their church or spiritual center. A wise friend of mine once said, "an organization does not have to be sick to get better."

There are two parts to the assessment. The assessment instrument itself and a Demographic Data form. I recommend completing both forms to learn more about your ministry. The specific areas of the assessments are listed below.

Who should complete the assessment?

Ministers, spiritual leaders, licensed teachers, board members, staff and key lay leaders and/or those most familiar with the operations and functioning of the ministry would complete Form L. For expanded perceptions, Form C of the assessment could be given to the congregation as a whole or a percentage of the congregation based upon the size of the church.

What are some of the areas assessed?

There are two forms of the assessment. Form L is more comprehensive in the number of areas of assessment. It is designed for the leadership of the ministry. Form C is shorter and designed for use by the congregation.

How long does it take?

The estimated time to complete Form L is approximately 20 minutes. For Form C it is approximately 30 minutes.

"An organization does not have to be sick to get better."

What are the directions for completing the assessment?

The assessment uses a rating scale. The person completing the assessment marks the response that most clearly reflects his/her own personal experiences at the ministry, church or spiritual center.

The rating scale is from **Strongly Agree** to **Strongly Disagree** on a scale of 1 to 5.

The box marked **Don't Know** and **N/A** (not applicable) are there for those who do not know how to respond to an item or the item is not applicable to the church. Space for **Comments** is provided in each section for additional comments a person believes important to the church.

All responses are the individual respondent's perception of the degree of "health" in your ministry. There are no right or wrong answers.

How are the assessment results compiled and used in your church?

Once the assessment instrument and demographic data has been complete, it is recommended that a small group in your church compile the results and provide a draft summary report to the minister and board.

The areas of common ground are important to the analysis of the assessment. For example, if there is a cluster of responses around **Strongly Agree** and **Agree** on assessment



Barbara O'Hearne

by Barbara O'Hearne
Church Management
Consultant

items, the perception is that the church is doing well in these areas. There is an opportunity to determine strategies or action plans to improve in these areas. Continuous improvement of your successes is important in well-functioning ministries.

When there is clustering of responses around **Disagree** and **Strongly Disagree** there is a perception that the church is not doing well in these areas of the assessment. This presents an opportunity to prioritize the area(s) where improvement is needed. Detailed strategy or action plans will need to be written and implemented. This will increase the success level significantly.

Action plans include:

- a clear statement of what is to be done
- timeliness for completion of the various steps
- the names of the persons responsible to carry out the action plan
- and the evaluation criteria to measure success.

In either scenario the minister(s) or spiritual leader, board members, staff and key lay leaders are involved in the implementation process of continuous improvement. Using the gifts and talents of the people in leadership positions and/or in the congregation will benefit the individual involved and the ministry.

The **Comments** need to be compiled and analyzed in terms of common themes that emerge or recommendations that are made. Action may need to be taken to improve in some areas as a result of the frequency of the comment. The compilation may indicate a "cause for celebration" because of the positive support for the church. I have observed that churches do not celebrate their successes with the congregation as often as they could. Has this ever happened in your church?

If there is a clustering around **Don't Know** it might be helpful to examine ways to educate or communicate more frequently (AKA multiple redundant communication) with the congregation about the particular issues.

How can you assist in an Association-wide assessment?

Enclosed in each packet of the **Healthy Unity Ministry Assessment** are a summary sheet of the responses to the assessment instruments and a summary sheet for the de-

mographic data. A short evaluation form is also included.

One of the goals of our Association is "to identify and implement ongoing professional education and training by providing up-to-date materials, skills and resources." In or-

"One of our goals is to identify and implement ongoing professional education and training by providing up-to-date materials, skills and resources."

der to do this we are creating a database of responses and demographic data. You are the key to the success of the database—without your information, there will be no database. A good database will assist in understanding the characteristics of healthy Unity churches of the various sizes. The more known about the functioning of healthy churches, the more we can assist other churches in their continuous growth and improvement.

The evaluation form will provide feedback on ways to improve the assessment tool. You are a great resource of information and we welcome your ideas.

Where can I order the Healthy Unity Ministry Assessment?

Each packet contains Form L and Form C of the assessment and a Demographic Data sheet. You may copy as many as needed for your ministry. A summary sheet for both forms of the assessment and the demographic data and an assessment evaluation form are also included. This is a service provided to you and your ministry.

For packets write to:

Carl Osier

**Vice President of Organizational Services
Association of Unity Churches**

PO Box 610

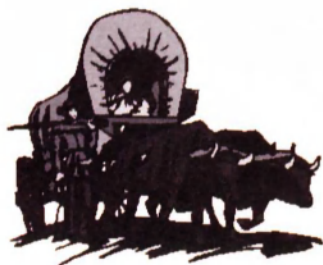
Lee's Summit, MO 64063

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816-525-4020 (fax)

dia@unity.org

Target Cities for Unity Pioneers



by Cynthia Vermillion-Foster
Expansion Assistant

"Good afternoon. Expansion Services."

"Hello, my name is Jane Doe, and I live in Bismarck, North Dakota. I have been studying Unity principles for a number of years and my life has been transformed; however, there is no Unity church in this area. I would so much like to have a church where I could worship and study with people of like mind. Do you have any plans to start a church in Bismarck, or is there something I can do to help get a church started?"

"I appreciate your situation; however, at this point we do not have people that we can send out to start a church in your area. What I can do is send you some information on starting an informal study group in your home. With time, your group could grow to the point where you would have the resources to hire a Unity minister and become a Unity church."

"Yes, would you please send me that information. My address is. . ."

Each month, the Expansion Department of the Association of Unity Churches receives several calls such as the above. There are many people hungry for the Unity message who live in an area where there is no Unity presence. We provide them with the resources that are available to help address their need for spiritual nourishment, but we cannot, at this point, give them what they truly desire—a church home.

During January committee meetings, the Expansion Committee began to explore how we might work to bring our Unity message to some of the areas that do not have a Unity presence. What we noticed was that there tend to be clumps of Unity churches in some areas and then vast areas where there is nothing at all. To try to reach some of these un-

touched areas, we are developing a list of target cities that have good potential for the development of a Unity church. Then we will encourage Unity pioneers to consider starting a church in one of these cities.

You may have noticed the Expansion Committee's ads in the latest issue of *The Minister's Letter*. This is the beginning of our work on target cities. Each month we will highlight a city in each region that has potential for a pioneering effort. We are also in the process of obtaining information about our target cities. Once we have

received and organized this information, those interested in pioneering will be able to get a report on each of our target cities by contacting the Expansion Department.

We are confident that those of you with a pioneering spirit will consider starting a church in one of our target cities. Please hold a vision with us for the time when all people have access to Unity's life-transforming message of Truth.

**"Thinking
about pio-
neering?
Check this
out!"**

Did you know. . .

you don't need to change your present will to include your Unity church and/or our Association of Unity Churches? A simple codicil amendment, properly prepared, has the force of your will and is far less costly.

For confidential information about codicil amendments or estate provisions, gifts of present or new life insurance, or other gift planning opportunities, call or write **Alan Davis**, Director of Gift Planning at our Association of Unity Churches

Is your board deliberation a worshipful experience? Do you feel infilled? Inspired? There is a way . . .

First, a bit of history. General Henry M. Roberts established rules for deliberative assemblies in 1876. Robert's Rules of Order Newly Revised is now in its 9th edition, and is an often used reference tool for keeping order in group meetings. The rules were set up based on military strategy, therefore on the basis of an adversarial relationship. Before that, the first book of parliamentary law that we know of was issued in England in 1321. Even longer ago, 450BC, the Roman forum instituted a legal code and the practice of majority vote. Further, our own system of laws is based on an adversarial system and the premise that if all parties argue to the best of their abilities, the truth will win out. Taken together, is it any wonder we feel frustrated, angry, and sometimes hopeless when we use these tactics in our church board meetings?

If we're about following God's yearning, does an adversarial system make sense? It might in some cases, but in general, I doubt that we hear God's message when we are involved in "one-upmanship," may the best argument win, or in competition to get our point across. This all speaks of a great investment in what WE want, rather than listening for God's yearning for us.

Spiritual Board & Leadership Forum

Intrigued? Good!!! Join us for more exploration of this topic at the **Spiritual Board & Leadership Forum** beginning Wednesday, August 25, 1999, and ending with a celebration banquet on Saturday night, August 28. "Worshipful Work" will be the subject for a full day on Thursday, August 26.

Following this worshipful experience, Brian Byro will lead us "Beyond Success" on Friday. Brian was a keynote speaker at our 1997 Unity People's Convention in Kansas City, and has worked with nonprofits, churches, schools and businesses throughout the country. This is a high-energy, team-building program! About his seminar, Brian says, "To move forward and stay ahead of the game it is crucial to develop flexible, ethical, highly-skilled, and deeply principled leaders who are dedicated to building outstanding

teams. We must recognize that *every teammate is a self-leader* with countless opportunities to embrace *personal responsibility* and make decisions that support excellence, service and possibility."

If God were really in charge

After these diverse presentations, on Saturday we will "put it all together" with a Q&A of local area ministers and board members. AND there will be an opportunity for participants to share and internalize the learnings of this time together.

Come join us for fun, sacred worship, networking, and getting to know church leaders from all over the country. It will be great to greet friends, make new ones and explore God's yearning for this event!

Early registration is crucial.

Accommodations at Unity Village are limited, and will be assigned on a first come, first served basis. To register for the event, please call Mary Ellen Davis at (816) 524-7414 or e-mail her at <edast@unity.org>. Event registration fee is \$125 if received before August 1, 1999. After August 1, the fee will be \$175.

To register for accommodations, call Unity School Reservations at Unity Village, (816) 524-3550 or (816) 251-3540.

Please Note:

You need to call the Association of Unity Churches to register for this event **and** Unity School to reserve accommodations.

See you there!!!



Martha Mosley

**by Martha Mosley
Vice President of Education**

Church Giving Isn't Reaching Its Potential



"Church Giving Isn't Reaching Its Potential." This *NonProfit Times* article had my full attention.

Working with church boards and key leaders as they create their vision and explore principle-centered ways to put financial feet on that vision, I agree with the concept presented in this article.

Statistics from a study by Sylvia Ronsvalle, *The State of Church Giving through 1996*, provide important facts. These facts confirm that church giving by its members averaged 2.58 percent of personal income in 1996. Yet during the depression, average giving by church members was well over 3 percent. The last time that 3 percent level of giving was seen by churches was 1969.

"These results do not reflect the potential of church giving," Ronsvalle writes. She believes it is not unrealistic to expect church members to give the full tithe. But this will not happen, she concludes, without a shift in the ways churches enroll their members in the giving process.

"It is far easier now for people to give, but giving must become a priority. The church is not challenging its members to make giving such a priority." Ronsvalle compares church giving to three other spending priorities: eating out; outdoor recreation; and pets. Over \$270 billion was spent in 1996 on these three priorities. Church giving, in comparison, totaled from \$48-71 billion. Soft drink sales alone during 1996 were \$55 billion.

What are some things churches can do to make giving a priority to its members?

The Ronsvalle study makes three suggestions:

1. Educate congregates on the personal value of giving.

2. Go beyond the local church. Share the national and global vision of the denomination.
3. Avoid crisis or guilt giving.

"The heartbeat of personal prosperity is tithing."

How can we apply these three suggestions to help our church members make giving a priority?

1. Educate congregates on the personal value of giving.

Unity's powerful prosperity teachings clearly provide tools for personal transformation. Use ongoing classes, Sunday talks, the written word and personal success stories to make these teachings a vital part of your ministry.

The heartbeat of personal prosperity is tithing. I agree with Ronsvalle: it is not unrealistic to expect the full tithe from our church members. Yet this will happen only when the benefits of tithing are made real and personal.

2. Go beyond the local church. Share the national and global vision.

Statistics prove that donors who support locally will increase that local support when they are enrolled in the national and global vision. Today, more than ever before, individuals want to feel they can and do make a difference on a global scale. No longer are we isolated ministries, focused intently on the needs of a single church community. We are part of an expansive movement, and our congregations hunger to feel ownership of that expansive dream.

by Shay St. John
Vice President of Development

Enroll them in the vital role their church plays in the work of our Association of Unity Churches. Our Future Search Conference is an upcoming event in which their voices can be heard. Whether you have individuals attending this conference or not, invite their feedback on what they vision Unity to be in the next ten years. Bring their ideas with you and let your congregation own their impact on what Unity will become.

3. Avoid crisis or guilt giving.

Donors today have a different ethic toward giving. While Unity has not used guilt giving to motivate donors, crisis funding has sometimes been a focus for asking. And it works. Once. Twice. Perhaps even more.

But crisis funding does not inspire joyous or consistent giving.

As we clearly communicate the flow of funds into and through the ministry, utilizing our newsletter and board members to educate congregates, we open forth a shift in perspective. Strategic planning yields feasible prosperity plans (or budgets) that will be owned by the congregation.

Consistent communication, linked with expansive vision, makes asking for support far more appealing.

Creation of a Development Team is an important first step in moving beyond crisis funding. Enroll your board and key leaders in support of this team. Provide this team with tools and training so they can effectively help you fuel your vision with funds.

Two ways to do this include the following:

1. Order Development Manuals for each board and development team member. These are available through our Association. Discounts apply on quantities of five or more.
2. Plan now to have key leaders be part of our Focus on Funding Seminars presented each spring and fall.

Our Spring Focus on Funding Seminar is April 24-30. Send two, three or more of your key leaders and invest in the future financial strength of your ministry. Check out our Webpage <www.unity.org> to get specific details.



Shay St. John

Following this seminar, Maria Nemeth, author of *You and Money*, will do a two-day seminar on *The Heart of Your Money Matters*. For more information on either or both of these seminars, contact our Association's Development Department.

"Crisis funding does not inspire joyous or consistent giving."

Church giving isn't reaching its potential? I'm willing to see this change. Aren't you?

Blessings, beloved visionary. I welcome your questions and comments. Contact me with your success stories.

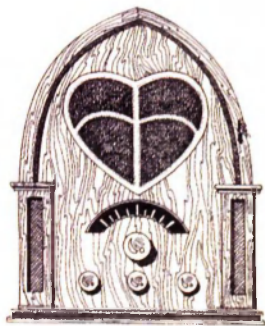
Appreciation Sunday May 16, 1999

This year's Appreciation Sunday bulletin features a red rose, symbolic of our love for someone. If you have visited Unity's Rose Garden in the summer, you will see evidence of the gardeners' labors of love, and the ashes of loved ones scattered among the rose beds as a living memorial. So, too, do we as an Association of churches honor, love and appreciate those we love and for whom we are most grateful.

Who is your church grateful for? We invite you to recognize people for their hours or years of service. Or have note cards available for congregants to write a special thank you to those who have touched their lives at church. However your gratitude is expressed know that you are creating and nourishing blossoms that enrich us all.

To order an Appreciation Sunday bulletin, please call Joye at 816-524-7414, ext. 324 or email her at <acorder@unity.org>. For other ideas or information, please call Marsha at the same number, ext. 330, or email her at <ssa@unity.org>.

1999 Radio Grants and Awards



It was a banner year for Templeton and Pathfinder Radio Grant applications. Not only did we receive the greatest number ever, 17 Templeton, 13 Pathfinder and 3 International, but Radio/Media Committee members said the quality was outstanding. Of course, this made their job of selecting winners difficult. Radio/Media Committee members met in January and reviewed all of the applications carefully and prayerfully and selected four Templeton \$5000 grant winners, one Pathfinder \$2500 grant winner, one \$5000 International grant winner and awarded a \$5000 Special Allocation grant.

Templeton Radio Grants:

Unity Church of Santa Barbara
Santa Barbara, CA
Eddy and Patty Edwards, ministers
Church of Today - Unity in San Diego
San Diego, CA
Wendy Craig-Purcell, minister
Unity Church of Vero Beach
Vero Beach, FL
Marilyn and Richard Rieger, ministers
Unity Church in Albany
Albany, NY
Arthur Wells, minister

Pathfinder Radio Grant:

Ocean Unity
Newport, OR
Lynne Steffen, minister

International Templeton Radio Grants:

Unity Centre of Positive Living
Milsons Point, Australia
Mary-Elizabeth Jacobs, minister

Special Allocation Radio Grant:

Unity Christ Church
San Luis Obispo, CA
Leona Evans, minister
(grant is for Russian broadcast)

Voice of Unity Award:

The 1999 Voice of Unity Award was determined by votes submitted by Unity ministers. This award will be presented during the June Conference to:

Ruth Mosley, minister
West Side Unity
Detroit, MI

Lifetime Achievement Award:

In 1996 the Radio/Media Committee created a new award—the Lifetime Achievement Award, to be given when an individual has made a significant contribution to the Unity movement through a

history of broadcasting excellence. This award honors an individual or individuals with a history of broadcasting over an extended period of time. The 1999 Lifetime Achievement Award will go to:

Dale Batesole, retired minister
Palm Desert, CA

“Congratulations to the winners of these wonderful grants and awards.”

We want to hear from you!

It's a new year, and the Radio/Media Department is in the process of updating our Voices of Unity list. Please let us know if you are currently broadcasting on either radio or TV. Please include the name of your church/center, city and state, call letters of the station, channel (TV) or location on the dial (radio), and whether it is an AM or FM radio station. Let us know the name of the program and the time(s) it airs. We also want to hear from you if you are running radio spots or PSAs.

The Radio/Media Department has some exciting new projects in store this coming year—more about that later.

Stay tuned!



Linda Harbin

by Linda Harbin
Radio/Media Coordinator

Unity of Anchorage, Anchorage, AK:

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

Unity in Napa Valley, Napa, CA:

- Radio KVON 1440 AM (rotating schedule)

Unity/Palm Springs, Palm Springs, CA:

- Radio KDES AM 920, 8 am & 10 pm, Sun.

Unity Palo Alto Community Ch, Palo Alto, CA:

- TV cable ch 6, Sun. 12:30-1:30 pm

Christ Unity Church, Redding, CA:

- Radio KQMS 1400 AM (rotating spots)

Christ Unity Church, Sacramento, CA:

- Sacramento: cable ch 13, Sun. 7 am; cable ch 16, Sun. 9 am
- Bay Area, ch 48, Sun. 9 am
- Santa Rosa/Marin Cnty, ch 50, Sun. 8:30 am
- Monterey Peninsula, cable ch 22, Sun. 9 am
- Arizona (Sun. 9 am): Prescott ch 7; Mesa ch 17; Lake Havasu City ch 17; Yuma ch 19; Bullhead City ch 24; Flagstaff ch 30; Casa Grande ch 43; Kingman channel 55; Phoenix and Lower Valley ch 55
- Southern NY & Western NJ: Manhattan and environs ch 31, Sun. 8:30 am

Unity of San Francisco, CA:

- Radio KEST AM Tues 11 am, Tue/Thurs 6:30 am

Unity Christ Church, San Luis Obispo, CA:

- Radio KVEC 920 AM, Tues. 1 pm

Unity Chapel of Light, Santa Maria, CA:

- Cable TV chs 21 and 22

Cayman Unity, Grand Cayman Islands:

- ICCI-FM 101.1, Wes 1-3 pm

Unity of Washington, DC:

- Radio WYCB 1340 AM, Sun. 3:30 pm

The Transformative Center, Hollywood, FL:

- Radio WTMJ Classical, Sun. 9 am

Unity of Hollywood, FL:

- Television Wisdom Channel

Unity of Sebring, Sebring, FL:

- Radio WCAI FM & WITS AM

Unity Church in Christ, Tallahassee, FL:

- Radio WJZT 100.7 FM (15 random spots); 30 minute show, Thurs. 8:30 pm WFSU 88.9 FM & Sun 6 pm WFSQ 91.5 FM

Unity of Hawaii, Honolulu, HI:

- Radio K108 1080 AM, Sun. 9:05 am

Christ Universal Temple, Chicago, IL:

- TV Station 4

Unity Ch/North Shore, Evanston, IL:

- TV Cable ch 2, Wed. & Fri. 11:30 am; Sun 2 pm

Unity Ch of Springfield, Springfield, IL:

- Radio WTAX AM 1240 (various times); TV Community Access ch 4, Thurs. 7:30 pm

Unity of Indianapolis, IN:

- TV channels 99, 20 and 53, Sun. 2 pm

Unity of Cedar Rapids, IA:

- Radio WMT 600 AM, Sun 7:15 am/9:15 pm

Unity Ch/Christianity, Baton Rouge, LA:

- Radio River 96.1 (4 spots daily)

Unity Church of Greater Portland, ME:

- Radio WLOB AM 1310 & 96.3 FM "Light on the Path" program Sat. 9 am

Detroit Unity Temple, Detroit, MI:

- Radio WGPR 107.5 FM, M-F 5:55 am
- Radio CKWW 580 AM, Sun. 8 am

West Side Unity, Detroit, MI:

- WMKM AM Wed 7:15 pm; WQBH AM Sat. 3:30 am

Unity Church of Greater Lansing, MI:

- Radio WFMK FM 99.1, 7:40 am

Unity Church of Muskegon, MI:

- Cable TV channel 24

Unity of Blue Water, Port Huron, MI:

- Cable TV channels 3 & 6
- Radio WSAQ AM, WPHM, WGRT, WSAM

Unity Church of the Way, Saginaw, MI:

- Cable TV PCI (rotating spots)

Church of Today, Warren, MI:

- TV ch 50 (Detroit) 8 am

- TV ch 33 (Cadillac) 10 am

Unity Ch in Woodbury, Woodbury, MN:

- Radio KSGS 950 AM

Unity of the Hills, Branson, MO:

- Local TV ch 6

Northside Unity, St. Louis, MO:

- Radio WGNU 920, Sat. 3:45-4 pm

Christ Church Unity, Springfield, MO:

- Radio KTXR 101.3, Sun. 10 am

Voices of Unity

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

Unity Village Chapel, Unity Village, MO:

- Radio KCMO 710 AM, Sun 6 am

Christ Unity Church, Albuquerque, NM:

- Radio KHFM 96.3 FM

Unity Church/Santa Fe, NM:

- Radio KRSN AM 1490, Sun. 8-9 am

- SFCTV ch 6, Fri 7 pm (The Quest)

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

- Radio WECK 1230 AM, Sun 7:45 am

Unity of Charlotte, NC:

- Cable ch 18 5 pm Sun.

- Radio WCXN Am 1170, 9:30 Sun. (Spanish)

Unity Ch of Franklin, Franklin, NC:

- Radio WRFR 96.7 FM

Unity Christ Church, Wilmington, NC:

- Radio WAAV 980 AM, Sun 10 pm

New Thought Unity Ctr, Cincinnati, OH:

- WAZU 1360 AM, 8-9 am Sun., 7-8 Mon., 7:55 am daily

- Radio "Life Is Meant To Be Good." Sat. 11:00 pm on WVXU (91.7 FM), WVXM (97.7 FM), WVXA (96.7 FM), WVXC 89.3 FM, WVXR (89.3 FM), WVXG (91.5 FM), WVXW (89.5 FM), WVX1 (106.3 FM).

Unity Chapel of Light, Tallmadge, OH:

- Radio WAKR 1590 AM, 9 am Sun.

- TV ch 29, cable ch 7, 7 pm Sun.

Unity Church of Christianity, Tulsa, OK:

- Radio KCFM 94.1 FM (60 sec. spots)

Unity World Healing Ctr, Lake Oswego, OR:

- Radio KKJZ 105.7 FM Portland, Wed, Thur, Fri, Sat nights and Sun mornings (60 sec. spots)

Unity Church of Harrisburg, PA:

- Radio WMSS 91.1 FM, Sun 9 am

Asociacion Unity, Santurce, PR:

- Radio WSJ 1560 AM, Sun 8 am

Unity Church of Austin, TX:

- Cable Vision channel 11, Sun. 6:00 pm

Unity Ch of Christianity, Houston, TX:

- Radio KODA 99.1, Th/F 7 am, Sat/Sun. (random)
- Warner Cable Odyssey Network, ch 52, Sun. 10:30 am and 6:30 pm

Church of the Hill Country, Kerrville, TX:

- Radio KERV AM & KRVL FM

Unity Ch/Christianity, Nacogdoches, TX:

- Radio KFSA AM 860, Sun. 8 am

Unity/NE Tarrant County, Southlake, TX:

- Radio 107.5 FM, daily (time rotates)
- TV Paragon Cable, ch 15

Unity Church in Milwaukee, Milwaukee, WI:

- Cable TV ch 14, Tues. 5-6 pm

Current as of 2/99

"Dumb" data makes ministries smarter



Data is of utmost importance to marketing. Even though there is nothing inherently heartwarming or intelligent about facts and figures, the meaning behind them can often lead to new insights. Still a new practice for many ministries, data gathering proves very valuable in understanding the ministry and its resources, as well as the community around you.

In this article, we report on three data stories: the results of info our marketing department gathered from you last fall, how to find your own demographics, and surveying to understand your congregation.

Welcome procedures lead the list of concerns in survey

Welcome procedures, community ministry and the unchurched are the top three marketing concerns for ministries. At least that's what the majority of you replied to our survey last fall at the regional conferences.

Our survey listed a number of possible focus areas for the marketing department. 109 of you responded to the survey, giving us helpful feedback in the areas of marketing that were of greatest interest to you. The overwhelming favorite had to do with establishing a sense of welcome for newcomers, as well as assessing the church's effectiveness in welcoming. We are currently underway with a Marketing Research Bulletin, to include ideas from Unity ministries as well as other published information.

As mentioned, the next two most popular areas were identifying opportunities for community ministry and understanding/reaching the unchurched. *The Fax... Just In Time* gave steps for identifying opportunities in issue #22 (Feb 15). If you didn't receive it, you

may order the second reprint packet (issues 13-24) from our order department for \$1.50 (ext. 324).

As for the unchurched, we offer a Marketing Research Bulletin, and a workshop at the 1999 Convention in June. Be sure to join us for that workshop.

By using data gathered from you, we are designing our offering to meet your needs. This article is also a way to point out the importance of sharing the results of your surveys with your audience. We hope you'll see

that your input is valuable to us, and that it leads to results. Keep that info coming!

We now turn to ways to gather information for your ministry.

**"...facts
and figures
can often
lead to new
insights..."**

How to find demographics for your area

If you've been looking for a way to obtain demographics for your ministry, there are many avenues open to you. Much of the data currently available is based on US Census Bureau data.

1. What we can do

First, we offer special (inexpensive) reports customized to cover your area. It may include data for your zip codes, metropolitan area, or county. Data appears in spreadsheet format, in color graphs, and on maps, making it easier to get a mental picture at a glance. We also include some sample ideas on how to analyze your data to learn from it. For those who would like a complete analysis, we can also offer that option. (Contact me if



Lisa Wittman

by Lisa Wittman
Director of Marketing

you would like to explore this further.) We save you the legwork and time involved in finding the data yourself.

2. The library

The next place to look is your public library. There are numerous hard copy sources of data – your librarian will be helpful in locating them. Take your magnifying glass for sorting through some columns and plenty of change to make copies.

3. Websites

For techno-wizards, another possibility is to check out the Census Bureau website, <www.census.gov>. You can generate maps for your area through <<http://tiger.census.gov>> <Ferret.bls.census.gov> allows users to specify tables as desired. And to gain access to data from 14 major agencies, <www.fedstats.gov> has a search engine covering reports including and beyond the Census Bureau. Finally, <<http://fisher.lib.Virginia.EDU>> offers an online copy of *The County and City Data Book* (hard copies are usually available at the library), an invaluable resource. You can search for specific data here. Many states also have their own statistics centers with online resources.

While demographics give information about the community around you, it is also helpful to survey your congregation to learn more about their needs and preferences.

Unity Palo Alto Community Church gathers info

Our Church Survey has already been used in several Unity churches. Two of those have reported the results and some of the insights gathered. For Unity Palo Alto, the purpose of the survey was to develop current information and a profile of active congregants. They included the survey in their service on two successive Sundays. With 463 responses, they received a good representation of their attendance.

"It was very successful in terms of the information gained. I am also aware that considerable reading and discussion on the part of our ministers, leadership council and board have occurred since the data was delivered to them. Creativity is at work! And it is

GOOD," writes Diana Taylor, who compiled the results for the church.

Palo Alto asked us to customize the basic survey to include additional questions. New insights included the level of education, earnings, and professions of the congregants.

"It was very successful in terms of the information gained. Creativity is at work! And it is good."

They also learned about the wealth of talents available in the congregation. The importance of various areas to the spiritual growth of congregants was also helpful.

Using the same method, Unity Church of Corvallis employed the survey as part of their marketing planning process. They, too, gained insight into the demographics of those attending, and in their preferences for programs and areas of spiritual growth. When they combined this with the demographic information on the community, new ideas came forward about how to best serve the community given the resources, interests, and mission of the congregation. Both churches experienced a renewed enthusiasm in their leadership.

If you would like to know more about our survey or demo-

NEW!

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Special Awards

Given at the 1999 Unity People's Convention

LIGHT OF GOD EXPRESSING AWARDS

Each year distinguished individuals are honored for the significant contributions they have made toward society and the Unity movement. The following are the qualifications for these awards:

The Unity Movement Award:

1. The person shall have made significant and lasting contributions to the Unity movement.
2. The person's life shall have exemplified the Unity teaching.
3. The person's contribution shall have been in one or more of the following areas: healing, teaching, speaking, writing, leadership, organization, human relations and the arts.

The prestigious **Light of God Expressing Unity Movement Award** will be presented to **Janet Bowser Manning** on Friday, June 4, 1999 at 8:00 pm at the Hyatt Regency.

Through a lifetime experience of teaching, music and spiritual involvement, Janet has shared her gifts to bring forth the unique qualities and potential of those she has served. She sees herself as an "idea person" who can spark in others the creativity and enthusiasm that brings vitality to their individual lives.

Janet currently serves as associate minister at Christ Unity Church in Sacramento, California.



The "Unity in Society" Award:

1. The person's contribution is compatible with the Jesus Christ teaching as inter-

- preted by the Unity movement.
2. The person's contribution shall have benefited humankind and enhanced the spiritual quality of life through one or more of the following: enlightenment, service, healing, teaching, speaking, writing, leadership, world peace, science, human relations, media, and the arts.

"Make plans now to join us for an exciting week!"

The **Light of God Expressing in Society Award** will be presented to **Frank Abraham** Tuesday, June 1, 1999 at 7:30 pm at the Hyatt Regency.

Frank T. Abraham, a former prominent Houston attorney, has devoted

his life to helping others, particularly the youth. He has volunteered countless hours towards the interests of the community through his dedicated service to numerous charities and organizations including Big Brothers/Big Sisters of Houston, of which he was a founding member. As president of the Student Aid Foundation Enterprises, he has provided scholarships for youth worldwide and participated, along with the Youth of Unity, in the 1998 Season for Non-Violence Program at the United Nations. Frank has supported the *Peace by Peace* program to bring foreign delegates and sponsors to the International Youth of Unity Conference for many years. The Y.O.U. has adopted "Father Abraham" as the "Father of the Global Youth of Unity."



FILLMORE AWARDS

Your Association of Unity Churches has established a distinguished Charles Fillmore Award and a Myrtle Fillmore Award, honor-



by Debbie Ball
Convention Coordinator

ing Unity ministers for their special contributions that exemplify the consciousness of our cofounders. The criteria basis for selection of these awards are as follows:

Charles Fillmore Award:

1. Demonstrated dynamic leadership.
2. Pioneered innovative programs and/or ministries.
3. Achievements indicative of a visionary consciousness (may include such measurable criteria as establishing several successful churches, exceptional successes in a single ministry, or other contributions and/or achievements that raise the awareness of Unity in the world in positive, meaningful ways.)
4. Publication of books, poetry, music, articles, or monographs of a spiritually uplifting nature, consistent with Unity's viewpoint.



The **Charles Fillmore Award** will be presented to **Stretton Smith** Monday, May 31, 1999 at 7:00 pm at Unity Village. The award will be accepted in behalf of

Stretton by his wife, Joany Smith.

Best known for his world-renowned 4T Prosperity Program, the late Stretton Smith made a significant impact on people's lives. There have been thousands of testimonials of life-transforming experiences—physical, emotional and mental healings, and demonstrations of prosperity of all kinds as a result of this program. Stretton ultimately changed people's perceptions about commitment and prosperity.

Myrtle Fillmore Award:

1. Demonstrated service through a consciousness of prayer.
2. Ministered in supporting roles such as counseling, prayer ministry, and non-Sunday oriented programs.
3. Exhibits a presence of love for and affirmation of the idea of the Christ.
4. Demonstrates peaceful acceptance of self and others, and resolution through prayer.

The **Myrtle Fillmore Award** will be presented to **Pearl Davis** on Wednesday, June 2, 1999 at 7:30 pm at the Hyatt Regency.



It all began with a recurring dream that Pearl Davis had many years ago in which she was told "there is an important work for you to do." This dream became a reality in 1985 when Pearl founded the Unity Faith Center Kindergarten and Preparatory School. The school began with 4 students and now has an

"Together Through the Threshold of Tomorrow..."

enrollment of over 350 children. A typical day of this school begins with prayer, the reading of *Daily Word* and singing. Then there is regular class work, plus extracurricular activities to stretch the minds and bodies of the students. Unity principles are the foundation of what Pearl imparts to the students in her school.

"We are all beautiful roses in God's garden of life. Knowing this is true for myself, the children, and all people, has blessed me in everything I do. In fact it has turned a dream into the way I live my life."

--Pearl Davis

Pearl currently serves as the minister of Unity of Montego Bay in Jamaica, West Indies.



Please note:

Chair of the Board, **John Strickland**, will be sharing his vision for the future of Unity not only with the hundreds of people gathered in Kansas City at 1999 Unity People's Convention, but with potentially thousands more around the globe. Technology permitting at the Hyatt, John's closing remarks will be webcast around the world.

With your Association's commitment to utilizing the ever-advancing technology, Unity can make a dramatic difference in its goal of advancing the consciousness of the world! We desire for as many people as possible to be present in Kansas City. Those who are not physically present can potentially join with us via the Internet.

Convention Registration

May 31-June 5, 1999

Name _____
 Church _____
 Address _____
 City _____ State _____
 Zip Code _____ Phone # _____

Off-Site Information

Hotels require a minimum number of room reservations for use of meeting room facilities without a hefty surcharge. Beginning last year, we are asking those who choose to stay off site to help offset the costs incurred by paying an additional \$60 above the base registration fee. This seems the most equitable way to share convention expenses among us all. Thanks for your understanding and support.

John Strickland
 Chair, Board of Trustees

Refund Policy: Registration refunds will be issued until May 24 only; a \$25 cancellation processing fee will apply. Please inform the Association of changes in writing.

REGISTRANT NAMES (wanted on nametag)																									
		\$180 Adult Registration by 2-15-99 At Hotel																							
		\$240 Adult Registration by 2-15-99 Outside Hotel																							
		\$210 Adult Registration by 3-15-99 At Hotel																							
		\$270 Adult Registration by 3-15-99 Outside Hotel																							
		\$250 Adult Registration after 3-15-99 At Hotel																							
		\$310 Adult Registration after 3-15-99 Outside Hotel																							
		\$95 Children Registration Ages 5-12																							
		\$65 Each Two or More Children Registration																							
		\$85 Infant Registration																							
		\$50 Spiritual Renewal Retreat by 2-15-99 (includes lunch)																							
		\$60 Spiritual Renewal Retreat after 2-15-99 (includes lunch)																							
		\$13.50 Associate Minister Breakfast, Tues 6-1-99																							
		\$13.50 First Year Out Breakfast, Tues 6-1-99																							
		\$30 Women Ministers Dinner, Tues 6-1-99																							
		\$13.50 Alternative Ministry Breakfast, Wed 6-2-99																							
		\$13.50 Second Year Out Breakfast, Wed 6-2-99																							
		\$13.50 FLP, Ordinands by Exception Breakfast, Thurs 6-3-99																							
		\$13.50 Partners in Ministry Breakfast, Thurs 6-3-99																							
		\$13.50 Licensed Teacher Breakfast, Thurs 6-3-99																							
		\$25 Church Growth Luncheon, Thurs 6-3-99																							
		\$13.50 Expansion Ministry Breakfast, Fri 6-4-99																							
		\$37.50 Banquet, Friday 6-4-99																							
		\$7.00 Soul Painting Supply Fee																							
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Payment Method

Total Registration

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Think about a time when you were motivated and inspired. Perhaps it was in a situation where you were encouraged and acknowledged for saying or doing something that someone respected or admired about you.

When you are looking for the good and praising it, you are recognizing other persons' gifts, and you are placing yourself in the perfect position of empowerment.

Empowerment, when you care enough to expect and say the very best, is essential in the growth of any Unity church, center, or study group. In order to successfully advance to a new level of spiritual commitment and growth, it is important that all members feel that they will be acknowledged for their contributions and achievements. When members do not feel appreciated or their spiritual needs are not being fully met, they begin to stop growing. As a result they begin to doubt their contributions as being unworthy of their effort, and therefore begin to feel that they are not being spiritually fed or nourished.

Recognition and encouragement are two kinds of empowerment. Recognition means to acknowledge something. When you sincerely recognize someone's growth or accomplishment in front of others, you are not only empowering that person, you are allowing everyone to think about his or her value. By letting everyone know their contributions are appreciated and will be recognized, you are empowering everyone.

Encouragement means to sincerely give someone the courage to overcome a challenge or obstacle. It is our way of telling others that we believe in them, and have faith that they know what to do and how to do it, and it shows. When we have lost courage, we are discouraged, separated, and therefore are not coming from a space of higher spiritual unfoldment, and are not feeling satisfied or nourished.

Through use of positive encouragement, we are empowering others to pass through the threshold of fear of failure by replacing their fear with faith, acceptance with growth, as we grow together to greet our good, and find the additional solutions to our spiritual quest.

Here are a few empowering suggestions that might encourage you to meet with success:

- Demonstrate authen-



Dorothy Genske

tic concern with others' successes, by sandwiching that which needs improving by beginning and closing each conversation with praise.

- Instead of criticism use encouragement, which makes the challenge seem more

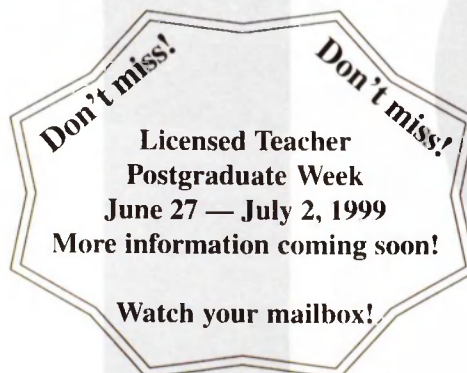
Expect and Accept the Best

manageable, easy to change, and helps others to start to believe in themselves.

- Punctuate praise with positive words of reinforcement. Every improvement warrants recognition. Small improvements develop into larger improvements when nurtured with sincere kindness.

Try on your empowerment skills and begin to feel the success that you wish for others. As you continue to utilize spiritual encouragement as an empowering tool in your ministries, your view of successful outcomes for all concerned will be of benefit because positive skills begin to develop on a more firm foundation. Now everyone is working together as part of your positive team.

Instead of working with people to self-destruct, through empowerment we are working with people to **self-instruct**. For it's what's inside that really counts when we are seeking our good (God) within. **Expect and accept the best in others, and you will expect and successes are yours, and your successes are theirs.**



Important Dates for 1999:

Skills Demonstration Seminar	April 2-9
Fund Raising Seminar	April 24-30
Pre-conference	May 27-31
Conference	May 31-June 5
L & O	June 7-10
Adults of Unity Conference	June 12-18
Licensed Teacher Postgraduate Week	June 27-July 2
Certified Spiritual Educators	July 23-26
Skills Demonstration Seminar	July 23-30
Y.O.U. Conference	August 1-7
Spiritual Board Leadership Forum	August 25-29
Unity's Day of Prayer	September 9
Executive Committee Meetings	September 7-12
Focus on Planned Giving	October 9-15
Skills Demonstration Seminar	November 12-19

TABLE OF CONTENTS

Church Giving	10
Convention '99	16
Expect. . .the Best	19
Future Search Conference	2
Humble, Servant Leadership	4
Marketing Strategies --	14
Radio Grants and Awards	12
Spiritual Board and Leadership Forum ----	9
Target Cities for Unity Pioneers	8
Unity Ministry Assessment	6
Wings Across Time	5

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

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Contact

Vol. 33, Issue 3

August/September 1999



Research
on prospective
Unity members
PAGE 8

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Are you
willing?

Do you have a will?
PAGE 12

Association of Unity Churches
P.O. Box 610

Lee's Summit, MO 64063

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Religion and Mental Health

**Unity people are eclectic in
their pursuit of spirituality
as well as in their pursuit of
other complex interests.**

PAGE 2

Religion and Mental Health

from the Unity Perspective



(Two years ago I mailed a survey to get general data on how Unity people use and relate to medical/mental health professionals and/or other integrative modalities of treatment and prevention. An astonishing number of the 1760 recipients (40%) responded. Three percent is an OK return and 10% is good. Forty percent is fantastic—and I thank you for your help.

*The book's contributing authors are psychiatrists, physicians, and clergy (many non-Christian clergy) relating their views to the book title, **Handbook of Religion and Mental Health**, edited by Harold G. Koenig, Department of Psychiatry, Duke University Medical Center; published by Academic Press, San Diego, 1998.*

The book will be placed in universities, medical schools and public libraries. Should you wish to order a copy, the publication information appears above (or you may order through the Association (price about \$80, our cost). All references will appear as a part of the final in the series.)

by Glenn Mosley
President/CEO

Treating patients with a Unity background

Unity people are eclectic in their pursuit of spirituality as well as in their pursuit of other complex interests. While no two Unity students necessarily describe their spiritual experiences or beliefs in exact, and at times, not even in similar terms, what academic and clinical psychiatrists, psychologists, and other mental health professionals need to know about treating mental health problems in persons with a Unity background is that nearly all hold one belief in common: That all persons are triune beings (spirit, mind, body).

In addressing the mental health problems of a Unity student (as most prefer to be called),

a mental health care professional needs to address all three areas of the student's being. It appears most Unity students increasingly consider it a "given" that a profes-

sional therapist's diagnostic skills (S. Grof and C. Grof, 1989, p. 52), will reveal to the therapist the interrelatedness of the distress being experienced by the patient and the effects that distress has on the three phases of the person—spirit, mind, body. (Unity students do not use "and" before the third word in the series precisely

because they do not believe one can effectively separate the three; they are "one.")

Because of Unity students' belief that they are one—spirit, mind, body—they feel a pervasive, sense that even their "chaotic" experiences will ultimately be resolved. Increasingly, those with mental/emotional problems recognize that they are in the midst of personal change and transition which may even take on the guise of an overwhelming turbulence. At times they express the feeling that their world as they have known it is coming to an end; at once an awe-inspiring and a fearsome experience. They may experience terrible anxiety and simultaneously feel hopeful because they believe they have come to an important crossroad in their ongoing spiritual development. It is as though they see, sometimes in a painful way, and at other times with simple, painless clarity that their present turmoil is part of their evolution into their next phase of personal and spiritual growth which may well include an expanded awareness

"Unity students believe all persons are triune beings."



Glenn Mosley

that they are spirit, mind, body. It may also be this sense of an ultimately optimistic outcome and the desire to experience it that substantially guides the Unity person in the selection of a mental health professional.

Medication and Treatment(s) in the Context of Beliefs

Whatever the phase of being requiring specific attention, i.e., spirit, mind, body, a majority of Unity students tend not to take over-the-counter and/or prescription medication, (see Section II, B). Exceptions might include short-term use of analgesics for pain relief or antibiotics to treat infection. There are three basic reasons for this consistent behavior among Unity people:

1. They have an inherent belief, underscored by their spiritual studies, that spontaneous healing is possible and they have a vested interest in not over-providing external help;
2. They are inclined to look to other modalities of treatment besides, or in addition to, medication, and;
3. They wish to play an active role in their treatment.

A Harvard Medical School survey (1993) indicated that 20% of the general population with depression turns to alternative therapies, suggesting that these persons wanted to play an active role in their treatment. In a similar survey of Unity students (Unity ministers, licensed teachers, and laity), 87% report that they actively participate in their own treatment whether working with a spiritual counselor, a physical, or a mental health care professional. Furthermore, 81% sought alternative therapies either instead of or concurrent with traditional mental health care.

The 87% reported previously indicate that two major roles they play in their own mental, physical, or spiritual health care are: (a) the category of health care professional they choose and (b) who they choose to work with as a health care professional. Eighty percent reported they prayed for guidance about both (a) and (b). They hold sacred their individual right to self selection, much as advocated by psychiatrist Dorsey, (1965):

I cannot imagine what it would be like to be unable to choose my own physician, but I cherish that freedom of choice quite as I cherish my civic right to choose the religious living which I prefer. I consider 'taking a physician' to be almost as private and personal a matter as is 'taking a mate.'

Where my health is concerned I need as much harmony of spirit, consent of will, and unification of self-consciousness as I can mobilize, in order to recover and maintain my clear sense of the wholeness-allness-unity of my human being. Thus, I might not choose you, on account of your

"The use of the term 'integrative medical treatment' is evidence of evolution in the thinking of the Unity students"

extreme subjectivist theories, but if anyone else wished to choose you, I hold that he should not be denied that possibility.

Having made the choice of health care professional(s), Unity students also report that they actively take part in the decision-making regarding the type of treatment they will participate in, whether mental, physical, or spiritual. These people have an expressed interest in moving from disease management to promotion of both their own and others' health, by incorporating the principles of integrative medical treatment.

Evolution of Medical Terms Unity Student's Thinking

The use of the term "integrative medical treatment" is evidence of evolution in the thinking of the Unity student. Unity people were among the first to adopt the use of the term, "alternative medicine," some as long ago as the late '50s. Typically, all modalities of treatment which were not allopathic medicine were placed in the "alternative" category, with other modalities in their own groupings, e.g., chiropractors, nutritionists, herbalists, etc. As some began to recognize that the word "alternative" connoted an "either/or" rather than a "both/and" range of options, which seemed to be a threat to both the patient and physicians, they began using the term "complementary medicine" during the mid '80s, along with some members of the allopathic medical profession.

Later, along with some members of the various medical health care professions, Unity people began adopting in the early '90s

See Religion on page 11

The Treasure of Sabbath

in the midst of change and paradox



Treasured Friends and Colleagues,

One of the best things about Sundays for me is Sunday afternoons. I exhale the week and all my creative efforting and I walk into the fragrant orchard of creative rest. I usually head for Tiburon and Blackie's Pasture. Right there, where the bay of San Francisco curves gently around Tiburon, Strawberry and Sausalito, there is a smooth-as-silk blacktop path. I park my car, don my rollerblades and skate right into the heaven of sacred Sabbath. I rest and reflect and open the vessel of my whole being to a breath of Sabbath, just like Scripture says God did.

Here's how it works: along the path and across the bay to the west, I see the little town and hills of Sausalito, with its harbors filled with sail masts. Up ahead and across the bay to the south, I see the grandeur of the city of Saint Francis, San Francisco. The bay between us is full of regattas of sailboats. And, ah, the scents that accompany me: eucalyptus, honeysuckle and jasmine and here and there roses. I tell you, this IS heaven. This IS Sabbath. It is regeneration, renewal, revitalization and restoration for my whole being.

How about you? What do you do to feed your whole being? What is Sabbath for you? What do you do to come into the waiting arms of Christ when your labors are long and you are heavy laden with the circumstances of your life?

I had a heated inner discussion this morning in coming to write this article. I mean, what do you sing to the Mormon Tabernacle Choir of your colleagues. What came to me was to tell you what's up for me and what I need to hear. For me, it is about making peace with the paradoxes of life—loss and gain; hurt and healing; feelings of inadequacy and meeting it with faith; loneliness and intimacy; swirling change and chaos and the need for stability and the known. In the midst of all this, Jesus the Christ suggested that we come to Him as to a living stone to be renewed in

every way, to rest easy and breath deep in the sacredness of stillness.

In the midst of life on life's terms, there is hope because He (God) who began a good work in you and me will see it to completion. The promise is that it will be a fruitful completion right where we are right now. It means that you and I must be up to any dream we hold dear. We must be up to whatever has come to us to do. For, God made us competent to do what God gives us to do. That is as true for our Association as it is for each of us. It means that we are up to fulfilling the 11

"Come to me all you who labor and are heavy laden and I will give you rest. Take my yoke upon you and learn from me; for, I am gentle and compassionate and you will find rest for your souls."

--Jesus

Calls to Action that came out of Future Search.

This summer I am endeavoring to steep myself in Sabbath, using Wayne Muller's book for a seven-week Adventure In Faith Series at church. My wish for all of you is that the rich fragrance of Sabbath time makes you brand new and readies you for the greatness of your Call as we close 1999 and walk into a new millennium.

We, as a living, breathing organism called the Association of Unity Churches, exhale and rest for a bit now in the fullness of summer and call on the spirit of the living God to renew, restore, revitalize and regenerate our souls for our next creative efforts. We can expect ups and downs, ins and outs, twists and turns. This is life on life's terms, paradox and all. Yet, remembering who we are and whose we are, we know we cannot fail. We can expect victory, triumph and dazzling outcomes.

In the spirit of Sabbath,

Sharon

by Sharon Connors
San Francisco, CA



Sharon Connors

Will you please help us provide this type of statistics to your colleagues? I invite you to take a few moments to complete the survey below. The results will be compiled, printed in a future *Contact*, and provided to boards as their minister's compensation package is reviewed.

and God bless you for your assistance.

Your help is needed!

Unity Church Staff Salary Survey

L Region_____ **Worship Attendance**_____ **Annual Budget \$**_____

II. Church Staff Compensation: Notes: **Combination Positions, use position where most of work is done.**
If house and auto is provided, estimate dollar value of these for your area.
Please use annual amounts.
Please return your completed questionnaire to the above address

All responses should be dollar amounts rounded to the nearest \$100

These are additional benefits not usually included in Total Compensation

[illegible]

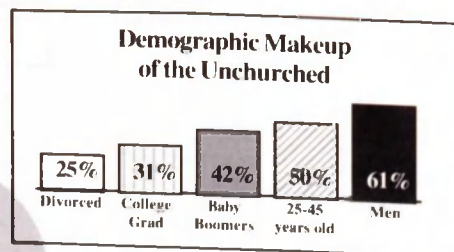
Part 1: The Unchurched Reaching Them Requires New Point of Reference



The nineties have seen a change in the population known as "unchurched" as new generations and attitudes change society's makeup. According to George Barna, before 1995, the unchurched (who haven't attended a church in the last six months) made up about 25% of the population, while in more recent years they grew to 32%. In fact, this trend is one reason why they are considered important. By 1998, according to a study by Percept, Inc., 38% of the population described themselves as "not involved with their faith."

What is it about this segment of the population that we need to know? How important are they to churches? Who are they? How do they relate to churches in general, and what can we do to reach them? In my workshop at the Association Convention this past June I addressed these areas, and I want to share some of this information with you.

by Lisa Wittman
Marketing Director



How important are they?

Percept, Inc. asked the unchurched about their current plans relating to churches. If we work through some of the figures, we find out the size of this population, and just how important they can potentially be to your Unity church. The total number of unchurched are estimated to be 60 million, and of those:

- 7% will sample a church this year (4.2 million)

- 33% would consider joining a church (19.8 million)
- 60% are unlikely to choose any church (36 million)

"The unchurched think differently from the church."

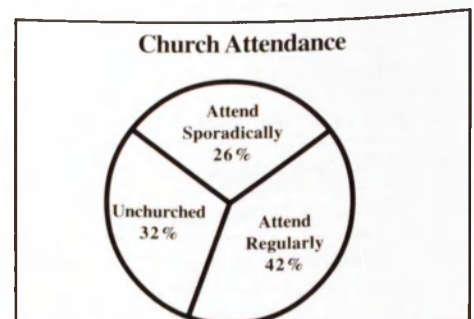
Let's follow this through. If Unity churches were to attract and keep just 1% of the first two categories, that would total 240,000 people across the U.S., or about 343 people for each of our 700 domestic ministries.

Lest anyone think I'm only interested in numbers, remember that numbers can tell a story. Think

of the magnitude of work that our ministries can potentially do. It becomes more dramatic as we think about our aspirations for inclusiveness and diversity in the Unity movement. Is there any group less included in churches as a whole than the unchurched?

Who are they?

To reach them, it will help to know who this segment of the population is. George Barna provided statistics from his research showing the demographic make-up of the unchurched. A majority are either Boomers or X'ers (born between 1946 and 1980). They tend to have higher levels of education and income than the general population, and are more likely to be men. They tend also to be divorced or single.



What are their attitudes?

Their attitudes toward church are shaped by their attitudes as consumers. That is, people in our society have been trained to survive by filtering out anything that doesn't meet their self-interest. The way to be heard by the unchurched, then, is to speak specifically to their perceived needs and desires. Barna found that the following areas were considered most important by this group, in order of importance:

- Financial status
- Employment status
- Personal health
- Family matters, including relationships

Compared to those who attend church regularly, the unchurched had spiritual matters very low on their list. This tells us the first most important thing to remember:

The unchurched think differently from the church.

Why is this so important? Because we, as church folks, are the ones planning functions that we expect to be attended by the unchurched. We must put ourselves in different shoes when planning ways to reach the unchurched. If we ever hope to cut through the filter, we must shift our mindset.

When are they most receptive?

Several sources of information support the idea that people are most receptive to churches when they experience great stress. This usually occurs at transition points in people's lives. Rick Warren, in his book, *The Purpose Driven Church*, identifies the top ten most receptive groups as follows (most receptive to less receptive):

- Second time attenders
- Friends/relatives of congregants
- People experiencing divorce
- People in recovery
- First-time parents
- Terminally ill persons and their families
- Couples with major marital problems
- Parents with problem children
- Recently unemployed
- New residents

Notice that a majority of these groups are experiencing a transition or point of tension

in their lives. These can point the way to needs we might address as churches.

Implications for churches

How can churches respond to this segment specifically? By meeting them where

“Several sources of information support the idea that people are most receptive to churches when they experience great stress.”

they perceive their own needs to be. For example, offer workshops and classes dealing with financial issues, finding one's life's work, overcoming health challenges and improving relationships. Aim at these issues as they might appear to people in different stages of life – Boomers and X'ers are now ages 20 to 53. Relationships and parenting for singles and divorced people, finding satisfaction in a second career, or dealing with aging parents are further examples. Support groups for certain health issues might be another idea.

Further ideas can be found in the list of receptive people. Your ministry may feel called to provide support for families of the terminally ill, for instance. Twelve-step programs are already popular, but what about parenting classes?




Lisa Wittman

One church I know has a “job club” for the unemployed that meets every Monday morning. People come together from all professions to hear about new career-related ideas, support and network with one another, and make an energetic start to the week. The success of the program has been great as people from the entire metro area come together for this valuable service. Ideas are only limited by your imagination. Don't forget to consider involvement with other organizations through partnerships in existing forms of outreach.

See Marketing on page 10

Research on Prospective Unity Members/Supporters



The purpose of this project was to research and make recommendations for strategies to effectively introduce the Unity message to a broader range of individuals, enhancing the growth and influence of the Unity movement.

During the January, 1999, Mid-year Meetings your Board of Trustees reviewed the report and recommended a summary of the results be made available through *Contact* and *The Minister's Letter*.

I would like to extend my appreciation to Sir John Marks Templeton for his vision and support, including funding of this project. For me, it was a very rewarding and enlightening project. I want to thank the ministers and congregants who generously shared their time, their commitment to Unity and their vision and expertise.

Ten Unity ministers and 108 congregants were interviewed from ministries in Arizona, California, Hawaii, Florida, Kansas, Missouri, Virginia and Washington. Selection criteria included diversity in geographical representation and size of ministry, familiarity with the demographics of the ministry and high profile community and ministry involvement. The interviews were conducted one-on-one or in small groups of two-four participants.

Response to Interview Questions

Who or what first brought you to Unity?

Invitations from friends or business colleagues was the number one reason for first attending church; coming with a family member or spouse ranked second; third was desire for children to attend Sunday school. Participants indicated they were seeking a spiritual connection or felt a spiritual void in their lives; were church shopping, and/or were experiencing a life crisis. Some indicated involvement in the recovery movement.

Familiarity with Unity publications such as *Daily Word*, calling Silent Unity, taking classes and attending special speaker programs were entry points into a Unity church. Radio and TV spots as well as newspaper

ads brought some to church for the first time.

After your first one or two visits, why did you come back? The Unity message ranked number one, with the minister second in importance.

Participants liked the people they met at church; and the feeling of being welcomed, accepted and loved. Music; youth programs; support services such as speakers, classes, seminars, the bookstore and counseling center; and community outreach were also reasons to return.

Why do you stay involved? The Unity message, the minister and fellow congregants were the

three main reasons for continued development. Participants are serving as volunteers in the church, are current or former board members, teach and/or attend classes and participate in support groups.

When talking with friends, family, coworkers, how do you describe the Unity message? More participants than not do talk about Unity. They used qualifiers: "when asked," or "when appropriate." Those who did not talk about Unity were concerned about "proselytizing" or possible perceived harassment in the workplace.

A sampling of descriptive words and statements used to described Unity: a way of life, positive thinking, practical Christianity, human potential, personal growth, Christ within, God is good, personal relationship with God, acceptance of who you are, Jesus as the great example, nondenominational.

How could we attract your peers and colleagues to Unity? By priority ranking: (1) community involvement; (2) use of print and electronic media; (3) use of technology—Internet, Web pages, E-mail, distancing learning; (4) accessing population segments, e.g., Baby Boomers, Generation X, gays, minorities; (5) high profile spokespersons; (6) collaborative relationships with other Unity churches and the local community; (7) creating an expanded awareness of Unity; (8) wel-

y Barbara O'Hearne
Church Management Consultant

come and follow-up with first and second time attendees.

Four areas of concern: (1) the minister—education in managing business of ministry, leadership skills, communications and interpersonal skills, apparent or perceived fear of prosperity; (2) the congregation—seeing “me” in the congregation, professionals, key business and community leaders, similar backgrounds and interests; (3) the facilities—some buildings and grounds are not well maintained, some churches are in undesirable or hard-to-find locations; (4) the Association of Unity Churches—perceived need for better management, involvement of lay people, quality of instruction beyond spiritual development, e.g., business and leadership skills.

What would you be willing to do to help the Unity movement? Continued involvement at the local level. At the national level, teaching, reviewing business curriculum, providing assistance in marketing and PR, coaching on fund raising, providing staff and volunteer training, serving on committees and conflict management teams; serving on collaborative teams of staff, consultants, ministers and lay people.

Based on our discussion, do you have any additional comments? In addition to previous comments, there was interest in research on donor profiles and developing the potential for planned giving as ways to enhance the funding level for growing the movement.

Recommendations

Participant recommendations included:

- High quality volunteer experiences where expertise and talents would be used in a meaningful way.
- Training materials and sessions on developing volunteer programs, team leadership and small group ministry.
- A concise marketing piece that would explain the Unity principles.
- Alternative instructional strategies; e.g., self-study guides and tapes, courses on the Internet, distance learning program.
- Strategies to dispel the “cult” image and confusion between Unity and Unitarian.
- More professional church management.
- Collaboration and mutual support among Unity churches.
- Expansion of community events to include major speakers programs to address community needs, musical concerts, etc.
- Connecting with the business and professional community through programs, speakers, publications, classes on pros-

perity, national program on spirituality and business; writing and publication of book on using spiritual principles in business.

- Postgraduate training in business management and church administration.
- Expanding the Ministerial Education Program to emphasize team-based ministry and

“I would like to extend my appreciation to Sir John Templeton for his vision and support of this project.”

present models for different sized ministries.

- Planting churches in upscale communities with appropriate ministerial leadership.
- Expansion of radio and TV resources now available, articles in local papers and in business journals.



Barbara O'Hearne

Current Association projects and priorities that relate to the above include:

Funding technology and staff support are a top priority with monies targeted for internal (office) and external (service) components. An Internet Outreach System to include virtual church and distance learning is currently in the development stage. Ongoing education of ministers, boards and congregations on church management, volunteer programs, team leadership and small group ministry are topics at conferences, regional and subregional meetings and seminars. A marketing piece outlining Unity principles is in development. The Association and Unity School have increased preministerial school education requirements and introduced psychological testing and screening of applicants to determine aptitude for ministry.

As a result of the recommendations in this research project, Sir John has provided a grant to develop the **Unity Ministers Executive Institute**. You can read more about it in the June/July, 1999, *Contact*.

Love Notes:

The importance of music in our Unity movement



by Richard Mekdeci
Music Committee Member

In just the five short years that I have served on the Music Committee, I have seen a major shift in the attention that the Association, Unity School and the Unity field ministers are giving to the importance of a strong music program in all Unity ministries. As Creative Arts Coordinator for the Retreat Department at Unity School, I have the privilege of working closely with the MEP students here—the literal future of the Unity movement. I experience firsthand the enthusiasm for developing strong music ministries in their churches and am even seeing music-related courses added to the curriculum as electives; courses which are always very well attended by both first- and second-year students.

This is exciting to me and to all the members of the music committee. In developing the *Love Notes* program, we are getting a lot of feedback from the field on how to better serve all sizes of churches and ministries. Some suggestions we will be exploring in our next meetings are: 1) making *Love Notes* available on a single song basis; 2) making the sheet music available for purchase from the Association throughout the year; 3) releasing more “style specific” *Love Notes* such as all choral packages; 4) placing *Love Notes* on the Internet allowing ministries to peruse and possibly hear the music before they purchase it (this would also make it possible to extract music from the Web in any key or in a variety of versions). Please note these are NOT available at this time—we will discuss their feasibility next January at our committee meetings.)

I am personally working on establishing a sheet music library either at the Association or the Unity Village bookstore which would possibly contain the most popular *Love Notes*, Hymnal 200 and other popular Unity songs. The demand for more common, stronger music has increased dramatically in the

past five years and we can be assured that this trend will only continue.

Future Search, though bold in its vision, did not include a strong vision for the growth

of music in the Unity movement. This mission I suppose will have to go the way of the majority of the arts in our society today and that is: change at the grass roots level.

As an association of ministers and ministries dedicated to serving the growth of Unity ministries, I urge you all to continue your dedication to improving the quality of

music and the development of a central music resource for all Unity churches.

“The demand for more common, stronger music has increased dramatically.”

Marketing

Cont'd from page 7

How to choose?

Another important idea to keep in mind is that, since there is an infinite number of ways to approach the needs of the unchurched, selection is important. Let your mission, values and passion guide you. Choose areas around which people in your congregation have a passion for leadership. And finally, choose areas in which your congregation has a particular strength. Using these criteria will help you to find a good fit for your particular ministry.

This article focuses on providing programs that meet needs of the unchurched. That is the first step in attracting this segment. Once we have programs in mind, we can determine how to reach the unchurched through our communications. That is the subject of the next article in this series. For more information about the unchurched, ask for our Marketing Research Bulletin entitled, *The Unchurched*.

Religion

Cont'd from page 3

the term "integrative medicine" and more recently have begun use of "integrative modalities of treatment," or "integrative medical treatment," as being interchangeable with "integrative medicine."

1. A look at a fundamental Unity belief

Unity students believe that God indwells humankind and all creation and that prayer and meditation are the direct access routes to an awareness of this indwelling Presence. We shall pursue the subject of prayer and meditation and its relationship to therapist(s) in more detail in Section II, B. It suffices to say at this point that at least 81% of Unity people do not think of chiropractics, nutritional supplements for physical and emotional problems, precautionary dieting, acupuncture, prayer and meditation, therapeutic touch, healing hover touch, osteopathy, vitamin and mineral therapy, breathing exercises, etc., as peripheral to allopathy, but as a part of the core of "integrative modalities of treatment." The Unity student sees the various disciplines of health care as being part of the entree, with allopathy, and not as incidental side dishes.

Physical Exercise, Nutrition, Breathing Exercises and Prayer and Meditation

As noted earlier, Unity students are eclectic in many ways, including their pursuit of mental and physical health and well-being. They tend to read, study, and experiment with myriad ways to maintain health and to regain health, for any of the three phases of being—spirit, mind, body—once it has broken down. Eighty percent of those who responded to the survey (Association...1997) exercise from 1 to 6 times a week, from 15 minutes to 45 minutes each time. Even those who do not exercise regularly know of the benefits of exercise.

Exercises and spiritual practices that include a physical component most often mentioned among adult Unity students are tai chi, hatha yoga, martial arts, stair climbing, golf, brisk walking, swimming, dance, low impact aerobics, hiking, bicycling, and stretching. They generally practice, or at least have read about or studied relaxation techniques, meditation, nutrition, breathing exercises, etc. Many of these studies are in-

cluded in the adult education programs (Mosley, 1980), of the ministry they attend. The study and practice of pranayama, a part of the ancient East Indian breath control which forms a part of yoga, is a popular class in the Unity adult education classroom. It is

"Unity students believe that God indwells humankind and all creation and that prayer and meditation are the direct access routes to an awareness of this indwelling presence."

at once authentic spiritual practice and one of the pathways to regaining and maintaining mental and physical health. A mental health practitioner who would work well with a Unity patient/client might prescribe a varying combination of the previously discussed practices.

(This article will continue in the next issue of Contact.)



Annual Report Correction

The Association would like to apologize to the following ministries that were mistakenly left off the contributors lists in the recently-published 1997-98 Annual Report.

Unity Church of Santa Rosa
Santa Rosa, California

Unity in Chicago
Chicago, Illinois

Unity Center of Silicon Valley
Campbell, California

Unity Christ Church
Gaithersburg, Maryland

The Association wishes to acknowledge your generous support and recognizes all the good that your ministry brings to the Association and the Unity movement. God bless you!

Are You Willing?



If you have an up-to-date and valid will, you deserve a standing ovation. You've completed what over 80 percent of all people never quite get around to doing. You had your attorney draft your will. And you signed it in front of witnesses.

There are at least ten reasons people give for not having a will. Mark those boxes that apply to you.

- ☐ I don't have an attorney to draft my will.
- ☐ I don't want to deal with the subject of death.
- ☐ I don't want to make decisions that could cause family discord.
- ☐ I don't have time to get my will done.
- ☐ I don't want to spend the money on a will.
- ☐ I can't get to my attorney's office.
- ☐ I don't know who to name as executor (or trustee, guardian, etc.)
- ☐ I am too young. I'll do it when I'm old.
- ☐ My estate is too small.
- ☐ I don't need a will; my survivors can make the decisions.

Did you mark any of the items?

I know I did. For years I put drafting a will on the "back burner." Now I have a will. It took the death of my youngest daughter to wake me up. Today I wonder why I procrastinated so long.

Let me tell you about my will. First, it was much easier to create than I thought, and it reflects MY wishes. Instead of the courts appointing an executor (personal representative), my husband (or our attorney) will handle this, and it will be done *without bond*.

A will provides for family members in a way state statutes would not. In my will, a trust is established to benefit my children

and grandchildren and reduce estate taxes. My will lets me disburse assets in an orderly and prolonged manner. My will identifies the Association of Unity Churches, a specific

Unity church and several organizations to receive special bequests. In short, my will distributes my assets according to my desires.

Is any will legally valid.

No. Wills can be contested. I went to my attorney who specializes in estate planning. He knew the right questions to ask and the best way to accomplish my goals. Together we created the perfect instrument to fulfill my wishes.

I was tempted to use one of those do-it-yourself will documents. I even thought of just sitting down and writing out my will on a piece of paper, but I am glad I didn't. My attorney helped me make clear decisions that I know will be legally valid.

How do I keep my will current?

My will is up-to-date. But life never stays the same. Within a few years, new estate laws may arise. Family members may develop different needs. The composition of my estate may change. My attorney reminded me, "An out-of-date will could be as harmful as having no will at all."

Therefore, my will is easy to change. It is not cast in concrete. I can add a codicil or even redraft it if necessary. The important thing is that I have a workable will in place NOW.

Where do you put a will?

My will is safely stored. I have a copy in my files at home, but the original is in my attorney's office.

Continued...

by Shay St. John
Vice President of Development



Shay St. John

What are the personal benefits to be gained?

My will provides peace of mind. I now have a sense of well-being and joy that God's assets over which I am presently the steward will be appropriately shared with those I care about. Yes. It took time and effort, and it cost a few dollars. But it was well worth it.

If you do not have a current, valid will and/or a comprehensive living trust, I encourage you to create one. Such planning will benefit your loved ones.

It is only through careful estate planning that you can legally and consciously remember Unity and other nonprofit organizations that touch your life significantly.

Our Association's Development Department has a new wills brochure available. We will send it to you upon request. Simply call us at 816-524-7414, fax us at 816-525-4020, e-mail us astdev@unity.org. This brochure will help you as you prepare to create or update your will.

As a key leader in your church, I invite you to attend our Focus on Gift Planning Seminar at Unity Village October 9-15. This

seminar will explore ways your Unity church can begin an effective ministry of service in which you educate and enroll congregants in effective estate planning. Complete the form below and request a brochure outlining the highlights of this week. Howard Caesar from our dynamic Unity church in Houston,

"If you do not have a current, valid will and/or a comprehensive living trust, I encourage you to create one. Such planning will benefit your loved ones."

Texas, will be our Sunday evening keynote speaker. He will explore with us the MANY WAYS we can each create our Legacy of Love for the future.

Return this form with your paid registration by August 15th and take \$50 off the registration fee!

Are you willing?

I celebrate your affirmative "YES" to this simple question!

Complete and return for your own Wills Brochure.

Dear Shay,

- ☐ Please send me your Wills Brochure
- ☐ Please send me your Focus on Gift Planning Brochure
- ☐ Please contact me. I have questions. The time to call me is:
- ☐ I have provided a bequest for my local Unity church in my will.
- ☐ I have provided a bequest for the Association of Unity Churches in my will.
- ☐ Please send me information about the Association of Unity Churches

Name: _____

Address: _____

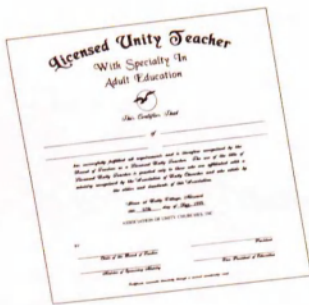
City: _____

State: _____ Zip: _____ Phone: _____

Mail this form to: **Association of Unity Churches**
PO Box 610
Lee's Summit, MO 64086

Prior to August 15th, this form entitles you to a \$50 discount on October 9-15, 1999, Focus on Gift Planning Seminar!

Growing to greet our good



It's hard to believe that on May 1, 1999, I celebrated my fifth year as our Association of Unity Churches Licensed Unity Teacher Coordinator, and it has been a wonderfully exciting time to be a licensed Unity teacher.

During this time, in fact two years ago, Unity School for Religious Studies offered a new program which provided a rich personal development program, as well as a well-planned leadership program. This new program focuses on four areas in which licensed Unity teacher candidates may receive, not only an enriched spiritual foundation, but also a very practical course of study that better prepares and later serves them in assisting their ministers in helping to grow their Unity ministries. The four areas are:

Licensed Unity Teacher
Specializing in Administration

Licensed Unity Teacher
Specializing in Adult Education

Licensed Unity Teacher
Specializing in Pastoral Care

Licensed Unity Teacher
Specializing in Youth Education

At this time, I am happy to announce that ten licensed Unity teacher candidates specializing in adult education have completed our first Skills Demonstration Seminar under the new program by attending Spring SDS. They were: Mitchell Demchuk, Gaithersburg, MD (Allen Quay, minister); Debbie Dixon, Mundelein, IL (Patricia Pipia, minister); April Kain-Breese, Appleton, WI (Sheryl Fehr, min-

ister); Farolyn Mann, Houston, TX (Cheryl Sunday, minister); Joann Ostern, Madison, WI (Roger Goodwin, minister); Katherine Plummer, Overland Park, KS (Mary Omwak, minister); Margaret Stein, Sacramento, CA (Janet Manning, minister); Dorothy Sterling, Houston, TX (Cheryl Sunday, minister); Thomas Wendt, Batavia, IL (Bob McCartney, minister); Nancy Whitton, Cincinnati, OH (Pat Barker, minister).

My sincere congratulations are gratefully extended to not only our ten licensed Unity teacher candidates, and their recommending ministers, but also to their Unity ministries. For only through positive dedicated direction and cooperative teamwork, would such daring dreams become unlimited realities, as we are in the process of growing together to greet our good.!

"Congratulations to our ten new licensed Unity teachers, specializing in Adult Education!"

Spring SDS 1999



First Row, l to r: Dorothy Genske, Licensed Unity Teacher Coordinator; Joann Ostern, Debbie Dixon, Nancy Whitton, Dorothy (Dee) Sterling, Farolyn Mann, Katherine (Kitty) Plummer.

Second Row, l to r: Tom Wendt, Mitchell Demchuk, Margaret Stein, April Kain-Breese.

by Dorothy Genske
Licensed Teacher Coordinator

From our hearts to yours, we say thank you for sharing this vision by personally imprinting in *Wings* your love and words of celebration. Your willingness to say "yes" honors the heritage and vision of our Unity ministries as we welcome the 21st century.

Visioning

Frank Abraham
Janey Aehersold
Debbie Allen
*Dianne Allen
Veda Almy, LUT
Anna Andes, LUT
Ida Arrington, LUT
Charles Ashman
*Clare Austen
*Young Bac
*Joel Baehr
*Kyra Hines Baehr
*K. Celeste Barrett
Lou and Marilyn Beck
James Bee
Thomas Alan Berg
Barbara Bergen
*Richard Dale Billings
Olaf Bjornstal
Juli Ann Boehm, LUT
Lovorn Bowe
Marion Bowie, LUT
*Gladys Branscum
Esther Brown
Diane Carr
*Marjorie Carroll
Anthony Cerniglia
*Chris & Jerri Chenoweth
Erna Clark
Pat Clegg
*Sharon Clements
Melanie Coakley
*Johnnie Coleman
*Sharon Connors
Ann M. Corrigan
*Dorothy Cummings
*Helen Dade-Galiardi
Al Davis
*Marleen & John Davis
Dave & Barbara Decker, LUT
Mary Katherine Dombek, LUT
*Linda Dominik
*Alice and David Durksen
*Eddy and Patty Edwards
Sue Edwards, LUT
Leonard and Janet Ellis
*Janet and Robert Ellsworth
Jimmie Irene Evans, LUT
*Mary Ann Finch
*Nellie W. Fleming
*Linda Foreman
*Roy E. and Jeri Fox
G. Norene Gaines, LUT
*Ellen Gardner
Dorothy J. Genske, LUT
*Frank and Martha Giudici
*Argentina Glasgow
*Roger and Barbara Goodwin
*Roger Goodwin
Juanita Gray
*Ernestine Griffin
*Judith A. Grimes
*Hypatia Hashbrouck
*Geo. & Winifred Hausmann
*Janet Herron
R. Carl Hicks
*Melvera Jean Hinton-Brown
Yat-Lam Hong
*Amanda Howard
*Marjorie Howard
Scott Ingell
Barbara Jackson-Rutherford
*Barbara Jeschke
*Alfred P. Johnson
Claudine Johnson
Janet Johnson
Timothy Joel Johnson
*Marie Juneau
Patricia Keel, LUT
*Floy Kelly
*Linda Poole Kennedy
*Sally Kinarthy
*Karen Kiske-Zimmerman
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Frank and Joyce La Gattuta
Marguerite M. Lamothe

Nancy Leahy, LUT
*Ed and Ruthann LeBlanc
David Lemen
*Kathy Harwood Long
*Carole M. Lunde
*Janet and Wayne Manning
*Richard and Reggie Mantel
Helen Mantooth, LUT
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McAndrew
*J. Robert & Marcia
McCartney
*Diana McDaniel
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*Glenn and Martha Mosley
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*Lawrence & Dianne Palmer
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Jacqueline & Jessica Pearce
Violet & Stan Pence
Audrey Peterson
Celia Pierson
*Frank Pounders
*Margaret Pounders
*Charlotte Prossen
*Judith & Harry Purcell
*Allen & Anne Quay
*Roy Rackley
Maggie Reed, LUT
Dr. Jim & Leona Remington
Doc and Judy Renner
*Paul & Davis Roach
Jose Rodriguez
Rebecca Rooney, LUT
Joan Rosenthal
Janet Sandborg
Theodore Schneider, LUT
*Jimmie L. and Mary F. Scott
SDS Spring 1999 Class
Charles and Michele Sevaeko
*Diane Sickler
*Gary and Nan Simmons
Barbara Sobalvarro
*Shay St. John and Al Sears
*Alan R. Stanley
*John and Brenda Strickland
*Beth Ann Suggs
Florence Terry, LUT
*Elizabeth Thompson-Stocks
*Tom Thorpe
Jessie Tompkins
*Juan Enrique Toro
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Palm Springs, CA
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Emery Viazanko
Marisa Villegas, LUT
Ruth Warrick, LUT
*Bob and Mary June Wasner
Jo-An Webb, LUT
*Randolph & Carrie
Wilkinson
*Bill and Cherriel Williams
Elizabeth Williams
*Pat Williamson
Lisa Wittman
*Nancy and Bill Worth

Honoring

Emily Albert
Ida Arrington, LUT
*Patricia Edwards
Annemarie Howse
David Lemen
*Charles Kepler
*Hal and Sonya Milton
Ora Pels, LUT
Mala Powers
Yolanda Revilla

Almeda Rood
*Phillip Schlaefter and *Charlotte Prossen
*Shay St. John
Trudy Stemplinger, LUT
Elizabeth Ann Tinies
*Alfreda Williams
*Maurice Williams

Our Heartfelt Thanks

Celebrating

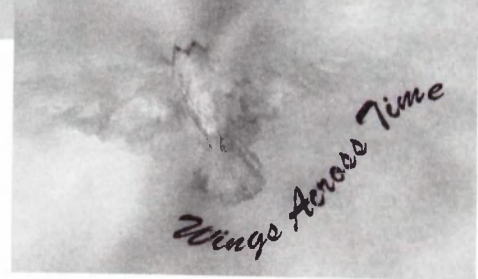
June Bender
Barbara and Lincoln Bissell-Howell
The Alan Davis Family, LUT's
David and Janice Dolson
*Nellie and Wray Fleming
*Joann Landreth
Antonia Martinez
Kim and Ron Shawd
*Dolores Swinney
Unity Church Worldwide-Palm Springs, CA
Ron, Dianne, Victor and Veronica Wilson

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Christ Unity Church-Panama City, FL
EnVision Ministry-Jupiter, FL
Detroit Unity Temple-Detroit, MI
First Church Unity-Nashville, TN
Fox Valley Unity-Batavia, IL
New World Unity Church-Burke, VA
Mountain Light Unity-Evergreen, CO
Transformative Center-Hollywood, FL
Unity-Costa Rica
Unity By The Bay-Coos Bay, OR
Unity Christ Church of Bon Air-Richmond, VA
Unity Church in Christ-Tallahassee, FL
Unity Church of Beaumont, TX
Unity Church of Christianity-Chesterland, OH
Unity Church of Christianity-Tulsa, OK
Unity Church of Fort Worth, TX
Unity Church of Light-St. Peters, MO
Unity Church of Martin County, Stuart, FL
Unity Church of Melbourne, FL
Unity Church of Northeast Tarrant County-Grapevine, TX
Unity Church of Peoria, IL
Unity Church of San Antonio, TX
Unity Church of the Hills-Austin, TX
Unity Church Worldwide-Palm Springs, CA
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Unity-In-Marin-San Rafael, CA
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Unity of Greater Cleveland, OH
Unity of Gulf Breeze, FL
Unity of Ventura County, CA
Unity School of Christianity Australia
Unity Temple of New Orleans, LA
Unity Urban Ministry School-Detroit, MI
Unity Way Church-Vista, CA
West Side Unity-Detroit, MI
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Peter Prato Ph.D.
Will and Madeleine Tuttle, PH.D.



Important Dates for 1999:

Spiritual Board Leadership Forum	August 25-29
Unity's Day of Prayer	September 9
Executive Committee Meetings	September 7-12
Focus on Planned Giving	October 9-15
Skills Demonstration Seminar	November 12-19

Important Dates for 2000:

L & O	January 17-20
Mid-Year Meetings	January 18-26
Regional Education Services Consultants	February 14-20
Field Licensing Seminar Year 1 and Year 2	March 12-18
Skills Demonstration Seminar	April 7-14
Fund Raising Seminar	April 29-May 5
L & O	May 30-June 1
Pre-Conference (Hawaii)	May 31-June 2
Convention (Hawaii)	June 5-10
Adult of Unity	June 27-23
Certified Spiritual Educators	June 30-July 3
Licensed Teacher Postgraduate Week	July 1-7
Skills Demonstration Seminar	July 21-28
Youth of Unity	July 30-August 5
Spiritual Board/Leadership Forum	August 24-27
Executive Committee Meetings	September 5-8
Focus on Planned Giving	October 14-20
Skills Demonstration Seminar	November 10-17

TABLE OF CONTENTS

Are you willing?	12
Growing to greet our good --	14
The importance of music ----	10
Minister salary survey	5
Religion & Mental Health	2
Research on prospective Unity members/supporters	8
The Treasure of Sabbath	4
The Unchurched	6
Wings Across Time	15


Wings Across Time

Come fly with us. Our goal of 2000 individuals, businesses and friends uniting to birth wings can become an achievable reality as we vision together and soar into the 21st century.

Gifts of \$200 or more confirm your willingness to say "YES" to Wings. This summer DOUBLE your vision: gifts of \$200 give you TWO four-line listings in the special section (celebrating VISION) of Wings Across Time

CONTACT STAFF: Editor-in-Chief - Glenn Mosley; Supervising Editor - Joann Landreth; Managing Editor - Cheryl Vestal.
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Deadlines: 1st of the month, two months prior to issue date.

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

 **Contact**

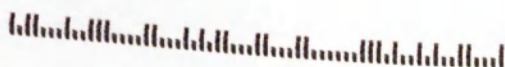
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Religion and Mental Health

*from the Unity
perspective*

PAGE 2

.....



Future Search

*conference draws
people from all
across Unity*

PAGE 20

Association of Unity Churches
P.O. Box 610

Lee's Summit, MO 64063

Phone: 816-524-7414

Fax: 816-525-4020

Web: www.unity.org

Off. Hrs: M-Th 7:30 am - 5:00 pm CT

Fri. Emergency Assist. 8:00 am - 3:00 pm



The Road to Damascus

**Can Unity be a legitimate
influence for peace in the
next century?**

PAGE 12

Religion and Mental Health

from the Unity Perspective



(Two years ago I mailed a survey to get general data on how Unity people use and relate to medical/mental health professionals and/or other integrative modalities of treatment and prevention. An astonishing number of the 1760 recipients (40%) responded. Three percent is an OK return and 10% is good. Forty percent is fantastic—and I thank you for your help.

*The book's contributing authors are psychiatrists, physicians, and clergy (many non-Christian clergy) relating their views to the book title, **Handbook of Religion and Mental Health**, edited by Harold G. Koenig, Department of Psychiatry, Duke University Medical Center; published by Academic Press, San Diego, 1998.*

The book will be placed in universities, medical schools and public libraries. Should you wish to order a copy, the publication information appears above (or you may order through the Association—price about \$80, our cost). All references will appear as a part of the final in the series.

by Glenn Mosley
President/CEO

Part II

The Need to Treat the Whole Person: Spirit, Mind, Body

In order to treat mental health problems in a person with a Unity background then, the mental health care giver needs to treat the whole person—spirit, mind, body. In their eclectic pursuit of complex interests, Unity students are likely to have learned of the side effects of the three types of prescription antidepressants, tricyclics, monomine oxidase inhibitors, and serotonin reuptake inhibitors (especially Prozac). Particularly, if the need is for a mild to moderate antidepressant, the

therapist might wish to avoid these and consider with the patient important life-style choices, and/or herbal medication alternatives, such as St. John's wort extract. Weil

“...the Unity person generally prefers nutritional therapy...”

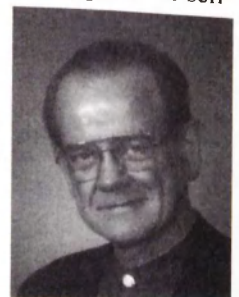
(1997 p.8), observes:

St. John's wort . . . used in Europe for 15 years (prescriptions in Germany now outnumber those for Prozac 25 to 1). . . was until recently largely dismissed by our own medical community Meanwhile, a major multicenter trial of the herb is finally in the works here, involving the National Institute of Mental Health (NIMH) and the National Institutes of Health's Office of Alternative Medicine.

Unity students might also choose other natural products including passion flower, kava extract, oatstraw, valerian, amino acid therapy, or ginkgo biloba extract which are purported to offer antidepressant effects.

Seasonal affective disorder (commonly known as “cabin fever” in Northeastern Ohio and Southeastern Michigan—locations of my last two churches before becoming CEO in our international offices) has a number of useful home remedies known to many Unity students who live in those somewhat damp and cloudy climates; home remedies which also might be prescribed by a mental health care professional. In addition to taking nutritional and herbal antidepressants instead of, or in addition to, seeking assistance from a mental health care professional, Unity students may include in their regimen of self-

care, or respond well to the health care professional's suggestions to plan a winter vacation in a sunny climate if at all possible; to remove or trim from around windows vegetation and/or open shades



Glenn Mosley

and blinds which prevent sunlight from entering through windows; to receive a massage, from a professional massotherapist if possible, or from a friend or family member if necessary; to exercise outdoors at mid-day, every day if possible. Finally, a popular home remedy in treatment of seasonal affective disorder which is also used by both alternative and conventional medicine, is to sit in front of a fluorescent light that is 10 to 12 times brighter than average light indoors, for two hours daily.

The "talking cure" and nutritional therapy

The Unity student may be willing to continue talking with the trained therapist but would welcome other treatment programs that address the needs of spirit, mind, body. For example, as an option to drugs to correct the brain's chemical imbalances, which may trigger clinical depression, the Unity person generally prefers nutritional therapy which may reestablish a healthy balance of brain chemicals through less powerful medicines. As suggested in the work (Althoff, et al, 1997, p. 68), "... the amino acid tryptophan is needed for the synthesis of serotonin, a mood-regulating chemical in the brain, and the amino acid tyrosine is needed for the brain chemical norepinephrine" If they are lacking, adding these amino acids is one way that will help in to regain balance of brain chemicals.

Before pursuing these subjects further, let me say for the benefit of the nonprofessional reader/prospective patient who has not already studied and discovered options to psychoactive drugs with possible undesired side effects, that one needs to exercise caution regarding self-diagnosis. While it is useful to "listen" to your body, mind, spirit, to determine needs and courses of action, it cannot be overemphasized that it is also good to work with a health care professional regarding the use of nutritional products. Particularly, (Murray, 1996), if you are already using a prescribed medicine such as either one of the benzodiazepines (Valium and Xanax are two of the better known versions) or Prozac, mentioned previously, you must work with your physician before discontinuing use of any drug. And don't mix herbal extracts with other psychoactive drugs. If you wish to consider more natural methods, be certain to discuss it with your therapist. Should the physician need more information, the integrative modalities of treatment mentioned both above and below reference studies pub-

lished in medical journals as well as other health care publications.

The way Unity students eat

Unity people generally attempt to be well informed about nutrition. They consider their

"(Unity people) consider their diet as important to mental health as they do to physical health."

diet as important to mental health as they do to physical health; their four basic diets are: a vegetarian diet (no animal foods or animal by-products); a lactoovo vegetarian diet (dairy products as the only animal foods); a general diet that includes as meats only fish with scales and poultry (skinned); and a general diet that includes moderate amounts of red meat. Of those Unity students responding to the random survey (Association...1997) 47% report following one of the first three diets.

There are also specific diets for persons with different blood types (e.g., type A and O) (D'Adamo, 1996). With regard to the effects of diet on my own health in relationship to my blood type (type A), I relate the following experience. Some time ago, I was diagnosed with borderline diabetes. I had this problem for several years until I made a small shift in diet. Within three weeks, my glucose level dropped from 163 to 71; it is not consistently 85-90 with a simple diet for those with type A blood. Diets of Unity students are often rounded out with nutritional supplements, easily available from health food stores, for both physical and mental problems.

A number of researchers suggest a relationship between blood sugar and personal behavior. For example, a well-dressed woman visited internist Dr. Marc Siegel (Bonnie View Productions, 1997), without an appointment. She said that she was diabetic; upon checking, Dr. Siegel determined that the diabetes was controlled. Over several weeks, Dr. Siegel recognized that there seemed to be a relationship between radically (See Health on page 5, col. 1)

Seasons and Reasons



I was talking to a friend recently about God's will and plan for our lives relative to the tragic death of JFK Jr., and to making "right" decisions about one's life (right decision being the one that is in alignment with God's will and plan). Imbedded in this "right" decision business is a kind of fear of the unknown and fear of making costly mistakes; ones that may take our life in one way or another.

JFK lost his life in a plane crash. It took the life of his beloved wife and brilliant sister-in-law, too. An untimely death to all appearances. Another tragedy in a string of tragedies in the Kennedy family it would seem. I've been following the news issues, the ones that go beyond this family's experience and touch all lives. It's coming to terms once again with sudden, shocking, untimely changes. It's coming to terms with the fragility of life, the uncertainties of life, seasons of a life and integrating it all in a meaningful way with God's will and God's plan.

Life is fragile. And, there are seasons. Sometimes the seasons of our lives change subtly and sometimes dramatically or suddenly. What is the season of your life these days? As you read this, it may be Indian summer according to the calendar, but what is the season in your soul? In your experience? There is a kind of creativity in every season, I think. There is always some-

thing waiting for our attention and intention, that it might take life. Our Association is, through the creative attention and intention of each of us, in the process of giving birth to

the seed ideas that came out of Future Search. There are seasons to any kind of pregnancy, including this one.

Here's the part of the Scripture passage below from Ecclesiastes that I like best: "I know that there is nothing better for them than to be happy and enjoy themselves as long as they live; also that it is God's gift to man that everyone should eat and drink and take pleasure in all his toil." Solomon, the author of the book, ought

to know. He was given an understanding heart about these things. Jesus taught and lived this truth. Paul did too. You and I are called to make it so in our lives as well.

An abundance consciousness looks at all that is on one's plate of life, no matter what the season, and is grateful. Wayne Muller in his book, *How Then Shall We Live*, shares a great affirmation: "Thanks for everything, Lord. I have no complaints whatsoever!" Aloud and together now. . .

Here's to God making everything beautiful in your life! Here's to you and me being happy and enjoying ourselves no matter what the season of our life!

In the Spirit of Truth,

Sharon



Sharon Connors

by Sharon Connors
San Francisco, California

For every thing there is a season, and a time for every matter under heaven: a time to be born and a time to die; a time to plant and a time to harvest. . . a time to rend and a time to sew; a time to keep silence and a time to speak. . . I have seen the business that God has given to the sons of men to be busy with. He has made everything beautiful in its time. -Ecc. 3:1-11

Health

Cont'd from page 3

different glucose levels and radical changes among the various emerging personalities of the woman who now appeared to have dissociative identity disorder. Dr. Marc Siegel referred the woman to psychiatrist Dr. Greg Alsip; concerned for her safety, Dr. Alsip placed her in a New York City hospital.

The nurses quickly noticed that the glucose level of each personality was different from each of the other personalities. At a glucose level of 80, the patient expressed a male personality who wondered why he had been referred to a psychiatrist. One of the female personalities with extremely erratic behavior had a glucose level of 250. Some of the personalities tended to be diabetic. Others clearly were not diabetic. While Dr. Alsip was able to draw this patient back to the most stable personality, that of the woman with controlled diabetes, he appropriately did not draw conclusions based on this one case.

It would be most difficult to determine whether a dangerously high blood sugar level caused extraordinarily erratic behavior or whether the extraordinarily erratic behavior prompted the dangerously high blood sugar level. The causative relationship probably would not be possible to determine with a single case study; however, a correlation seems apparent, at least in this one patient.

A Unity student who was aware of the possible correlation of blood sugar to behavior might well feel comforted if a psychiatrist or other mental health care professional ordered a blood sugar test, and then took the results into consideration while planning and providing a treatment program.

The Desire and Practice of Unity Students to Pray and Meditate

Researcher, psychiatrist and president of the National Institute for Healthcare Research, David Larson (Versau, 1997), says that "Not only is religious commitment associated with improved coping and recovery from both physical and mental illness, but a number of recent studies have suggested that religious commitment could also have a prophylactic or preventative effect on physical and mental health."

The previous statement follows Larson's previous observation (Reynolds, 1996), concerning research into the factors of faith and prayer:

"Of 300 studies on spirituality in scientific journals, the National Institute for Healthcare Research found

nearly three-fourths showed that religion had a positive effect on health. Research also shows four out of five patients want doctors to ask them about their faith, and one in two want their doctors to pray with them."

Despite this, according to a *USA Today* survey, only 10% of people indicated that their doctors had "talked to them about their

"...only 10% of people indicated their doctors had talked to them about their faith as factor in their healing."

faith as a factor in their healing."

The Association survey (1997) supports Larson's position, and in the case of Unity people, the data goes slightly beyond his conclusions regarding the desire to discuss their faith and considerably beyond regarding their desire for prayer. Eighty-two percent said that it was "important" to "very important" that their health care professional have an understanding of the impact of the spiritual realm on their health, mental and physical.

Regarding their choice of mental health care professional, the Association survey (1997) respondents were asked to check as many as applied to them (totalling more than 100%) and to indicate whom they would go to first for assistance. Of the three considered to be mental health professionals by Unity people, 78% of Unity students (all three categories, i.e., ministers, licensed teachers, and laity shared this percentage almost exactly) would go first to a spiritual counselor, 41% would either go first to a psychologist or to a psychologist in addition to a spiritual counselor, and 17% would either go first to a psychiatrist or to a psychiatrist in addition to a spiritual counselor.

The first choice, to seek help from a spiritual counselor, is made specifically because the Unity student knows that s/he will be prayed with during the course of a consultation. Among the same survey respondents, 53% would agree to the use of herbal/natural medicines, 25% would agree to prescription medicine, 9% would agree to over the counter medications, and the balance would not take medicine. According to David Larson (as cited in Cohen, 1997):

See Health on page 17, col. 1

1999 Templeton Grants and Radio/Media Awards



During the Association of Unity Churches June Convention, the recipients of the 1999 Radio/Media Templeton Grants were honored. The recipients of two awards, the Voice of Unity Award and the Lifetime Achievement Award, were honored as well. A mailing to all field ministries was sent in August announcing the application process for the 2000 grants. Ministries interested in making application may call the Radio/Media Department at 816-524-7414, extension 1343.

The recipients of the 1999 Templeton Radio Grants were:

Unity Church of Santa Barbara
Santa Barbara, California
Eddy and Patty Edwards, Ministers

Church of Today-Unity in San Diego
San Diego, California
Wendy Craig-Purcell, Minister

Unity Church of Vero Beach
Vero Beach, Florida
Marilyn and Richard Rieger, Ministers

Unity Church in Albany
Albany, New York
Arthur Wells, Minister

Unity Christ Church
San Luis Obispo, California
Leona Evans, Minister



Ministers and representatives of 1999 Temple Radio Grant recipients.

"Interested in making application for the 2000 grants? Call us!"

Dale Batesole, Unity minister in Palm Desert, California, received the Lifetime Achievement Award for his television broadcast, "There Is A Way." Beginning in 1979, this broadcast was seen by over a million viewers in the Los Angeles market and beamed by satellite to areas in Texas, Arizona and New Mexico each week day.

The recipient of the 1999 International Grant Winner was:

Unity Center of Positive Living - Milsons Point, N.S.W. Australia;
Mary-Elizabeth Jacobs, Minister

The recipient of the 1999 Pathfinder Grant was:

Ocean Unity
Newport, Oregon
Lynne Steffen, Minister



Ruth Mosley, minister of West Side Unity Church in Detroit, Michigan, was selected by votes from her peers to receive the Voice of Unity Award for excellence in broadcasting and making a difference through the broadcasting of Unity Truth. Leona Evans looks on as Ruth accepts her award.

Stay tuned for the latest news from the Radio/Media Department!

by Linda Harbin
Radio/Media Coordinator

Unity of Anchorage, Anchorage, AK:

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

Unity in Napa Valley, Napa, CA:

- Radio KVON 1440 AM (rotating schedule)

Unity/Palm Springs, Palm Springs, CA:

- Radio KDES AM 920, 8 am & 10 pm, Sun.

Unity Palo Alto Community Ch, Palo Alto, CA:

- TV cable ch 6, Sun. 12:30-1:30 pm

Christ Unity Church, Redding, CA:

- Radio KQMS 1400 AM (rotating spots)

Christ Unity Church, Sacramento, CA:

- Sacramento: cable ch 13, Sun. 7 am; cable ch 16, Sun. 9 am
- Bay Area, ch 48, Sun. 9 am
- Santa Rosa/Marin Cnty, ch 50, Sun. 8:30 am
- Monterey Peninsula, cable ch 22, Sun. 9 am
- Arizona (Sun. 9 am): Prescott ch 7; Mesa ch 17; Lake Havasu City ch 17; Yuma ch 19; Bullhead City ch 24; Flagstaff ch 30; Casa Grande ch 43; Kingman channel 55; Phoenix and Lower Valley ch 55
- Southern NY & Western NJ: Manhattan and environs ch 31, Sun. 8:30 am

Unity of San Francisco, CA:

- Radio KEST AM Tues 11 am, Tuc/Thurs 6:30 am

Unity Christ Church, San Luis Obispo, CA:

- Radio KVEC 920 AM, Tues. 1 pm

Unity Chapel of Light, Santa Maria, CA:

- Cable TV chs 21 and 22

Cayman Unity, Grand Cayman Islands:

- ICCI-FM 101.1, Wes 1-3 pm

Unity of Washington, DC:

- Radio WYCB 1340 AM, Sun. 3:30 pm

The Transformative Center, Hollywood, FL:

- Radio WTMI Classical, Sun. 9 am

Unity of Hollywood, FL:

- Television Wisdom Channel

Unity of Sebring, Sebring, FL:

- Radio WCAI FM & WITS AM

Unity Church in Christ, Tallahassee, FL:

- Radio WJZT 100.7 FM (15 random spots); 30 minute show, Thurs. 8:30 pm WFSU 88.9 FM & Sun 6 pm WFSQ 91.5 FM

Unity of Hawaii, Honolulu, HI:

- Radio K108 1080 AM, Sun. 9:05 am

Christ Universal Temple, Chicago, IL:

- TV Station 4

Unity in Chicago, IL:

- Radio WNDZ 750 AM Sat 11 am, Sun 7:30 am

Unity Ch/North Shore, Evanston, IL:

- TV Cable ch 2, Wed. & Fri. 11:30 am; Sun 2 pm

Unity Ch of Springfield, Springfield, IL:

- Radio WTAX AM 1240 (various times); TV Community Access ch 4, Thurs. 7:30 pm

Unity of Cedar Rapids, IA:

- Radio WMT 600 AM, Sun 7:15 am/ 9:15 pm

Unity Ch/Christianity, Baton Rouge, LA:

- Radio River 96.1 (4 spots daily)

Unity Church of Greater Portland, ME:

- Radio WLOB AM 1310 & 96.3 FM "Light on the Path" program Sat. 9 am

Detroit Unity Temple, Detroit, MI:

- Radio WGPR 107.5 FM, M-F 5:55 am
- Radio CKWW 580 AM, Sun. 8 am

West Side Unity, Detroit, MI:

- WMKM AM Wed 7:15 pm; WQBH AM Sat. 3:30 am

Unity Church of Greater Lansing, MI:

- Radio WFMK FM 99.1, 7:40 am

Unity Church of Muskegon, MI:

- Cable TV channel 24

Unity of Blue Water, Port Huron, MI:

- Cable TV channels 3 & 6
- Radio WSAQ AM, WPHM, WGRT, WSAM

Unity Church of the Way, Saginaw, MI:

- Cable TV PCI (rotating spots)

Church of Today, Warren, MI:

- TV ch 50 (Detroit) 8 am
- TV ch 33 (Cadillac) 10 am

Unity Ch in Woodbury, Woodbury, MN:

- Radio KSGS 950 AM

Northside Unity, St. Louis, MO:

- Radio WGNU 920, Sat. 3:45-4 pm

Christ Church Unity, Springfield, MO:

- Radio KTXR 101.3, Sun. 10 am

Voices of Unity

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

Unity Village Chapel, Unity Village, MO:

- Radio KCMO 710 AM, Sun 6 am

Christ Unity Church, Albuquerque, NM:

- Radio KOOL 102 FM Sat (60-sec spots)
- Also running spots on cable TV

Unity Church/Santa Fe, NM:

- Radio KRSN AM 1490, Sun. 8-9 am
- SFCTV ch 6, Fri 7 pm (The Quest)

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

- Radio WECK 1230 AM, Sun 7:45 am

Unity of Charlotte, NC:

- Cable ch 18 5 pm Sun.
- Radio WCXN Am 1170, 9:30 Sun. (Spanish)

Unity Ch of Franklin, Franklin, NC:

- Radio WRFR 96.7 FM

Unity Church of Triangle, Raleigh, NC:

- Radio WDNC 620 AM, Sun 8:00 pm

Unity Christ Church, Wilmington, NC:

- Radio WAAV 980 AM, Sun 10 pm

New Thought Unity Ctr, Cincinnati, OH:

- WAZU 1360 AM, 8-9 am Sun., 7-8 Mon., 7:55 am daily
- Radio "Life Is Meant To Be Good," Sat. 11:00 pm on WVXU (91.7 FM), WVXM (97.7 FM), WVXA (96.7 FM), WVXC 89.3 FM, WVXR (89.3 FM), WVXG (91.5 FM), WVXW (89.5 FM), WVXI (106.3 FM).

Unity Church of Christianity, Tulsa, OK:

- Radio KCFM 94.1 FM (60 sec. spots)

Unity World Healing Ctr, Lake Oswego, OR:

- Radio KKJZ 105.7 FM Portland, Wed, Thur, Fri, Sat nights and Sun mornings (60 sec. spots)

Unity of Salem, OR:

- Cable TV ch 21, Sun (60-sec spots)

Unity Church of Harrisburg, PA:

- Radio WMSS 91.1 FM, Sun 9 am

Associacion Unity, Santurce, PR:

- Radio WSJ 1560 AM, Sun 8 am

Unity Church of Austin, TX:

- Cable Vision channel 11, Sun. 6:00 pm

Unity Ch of Christianity, Houston, TX:

- Radio KODA 99.1, Th/F 7 am, Sat/Sun. (random)
- Warner Cable Odyssey Network, ch 52, Sun. 10:30 am and 6:30 pm

Church of the Hill Country, Kerrville, TX:

- Radio KERV AM & KRVL FM

Unity Ch/Christianity, Nacogdoches, TX:

- Radio KFSA AM 860, Sun. 8 am

Unity/NE Tarrant County, Southlake, TX:

- Radio 107.5 FM, daily (time rotates)
- TV Paragon Cable, ch 15

Unity Church in Milwaukee, Milwaukee, WI:

- Cable TV ch 14, Tues. 5-6 pm

Current as of 8/99

Understanding Your Size of Ministry



Many years ago I read an interesting publication by Arlin Routhage entitled, *Sizing Up A Congregation*. Shortly after reading the book I was invited to a training session lead by Mr. Routhage—the timing was great!

The information in the book and training session have been a remarkable resource I have shared with churches in multi-ministry workshops and individual ministry training sessions. It is about time I shared my understandings on the topic with the readers of *Contact*.

According to the author, there are four types or sizes of congregations, the Family, Pastoral, Program and Corporate. In the Unity movement approximately two-thirds of our ministries are family and pastoral churches, the other one-third are program and corporate.

Understanding the current size and the evolving size of your ministry can help ministers and boards serve their congregations more effectively. Routhage has researched the characteristics of four sizes of congregations and some of these guidelines are presented below.

The Family Church

Avg Attendance 1-50

- This ministry is like a “family” with strong parental figure(s)—usually there is a matriarch and/or patriarch in charge.
- There is mutual ministry and cooperation in which leaders can offer gifts and talents in serving the church.
- The role of the minister is more of a family chaplain until the minister has been there for a period of time and gained the trust of the congregation.
- The church offers rich familial support and a sense of belonging.
- New members are “adopted” into the church family.

“The book... has been a remarkable resource.”

- Some congregants believe the minister views the position as a stepping stone to a large ministry and, therefore, will leave.
- There is a high turnover of clergy.

As the family church grows and evolves into a pastoral church you can anticipate...

The Pastoral Church

Avg Attendance 50-150

- The personalities and interests in the ministry require a new form of leadership hierarchy—the minister and board must become a team.
- The minister is the central figure in the ministry; he/she needs strong interpersonal skills—the ministry grows because people like the minister.
- The leadership needs to:
 - have excellent ongoing communication with the congregation.
 - delegate and give authority to volunteers to carry out activities in the church.
 - have good conflict management skills.
- The church has some program to meet the needs of congregants.
- Some members/attendees feel the “family” is getting too large and they do not like it. Intimacy is getting challenged.
- Alliances between the various stakeholder groups are built on trust and respect.
- Burnout of the minister and/or board can be a challenge and needs to be monitored.
- Staff needs to be hired to help the minister and this can be a stretch for a budget.
- There are changes

by **Barbara O'Hearne**
Church Management
Consultant



Barbara O'Hearne

in communication and minister's function which need to be discussed and accepted by the minister, board, volunteers, staff and congregation.

- The minister shepherds new members through assimilation into the church.

Moving from the pastoral to the program church presents challenges and opportunities. As a ministry evolves into a program church you can anticipate. . .

The Program Church

Avg Attendance 150-350

- The leadership must consciously organize to achieve intimacy and keep people connected—small group ministry is effective in this size of church.
- Programs and staff expand to serve the growing congregation.
- Lay leaders need effective training and support from the staff in order to do their jobs.
- Strategic planning is critical—the staff and congregation need to be involved in the process from formulation to implementation of the plan.
- The minister is the CEO of the church corporation and needs to delegate to staff and lay leaders with confidence that the job will be done.
- Policies, procedures, job descriptions, accountability, technology and other management and governance systems need to be in place and operational.
- Community visibility and trust building between the church and the unchurched is a major task. The community needs to know you are there and contributing to the well being of all in the large community.
- A strong visitor follow-up program is important and must be in place and constantly evaluated for effectiveness.
- Step-by-step incorporation of new members is achieved by explaining the benefits and expectations of membership.

A corporate size ministry is complex in organization and diversity in membership and programming. As a ministry evolves into the corporate size you can anticipate. . .

The Corporate Church

Avg Attendance 350 and up

- Its success is built upon having the char-

acteristics of a program church in place and working efficiently and effectively.

- The minister must have strong leadership skills, be able to delegate responsibility and empower lay leaders to minister to the congregation.

"I encourage you to get a copy of (this) book—read it, discuss the characteristics and implications for your ministry."

- The size of the ministry requires a minister with skills in handling a large diverse staff.
- To achieve intimacy in the congregation the life of the church is organized in small groups.
- Sunday services are a time of celebration for the congregation to come together.
- It is a time to "seed" new satellite congregation.

Key Issues

In reviewing the characteristics in relation to your ministry it will be helpful to remember a few important issues.

1. The size of a ministry does not determine whether a ministry is growing, viable or dying.
2. Experience and competency of one stage becomes the foundation for moving to the next stage. You must have a strong successful pastoral church before you can move to the program size church.
3. Congregations need to continually master new styles of association, organization and leadership. A ministry is a constantly changing organization, and ministers, board members, staff and congregations must understand what is going on within the church.

I encourage you to get a copy of Routhage's book, read it, discuss the characteristics and implications for your ministry. I believe you will find it to be a valuable and important learning experience.

Answers to common copyright questions



Year after year Unity ministers and music directors ask us to clarify church copyright laws. Thanks to two dear friends of the music committee (Jean Barlow and Karen Benedetto) we can now answer most, if not all, of your questions. The following information comes from the Church Music Publishers Association. Be sure to clip out the article and tuck it in your files for future reference.

What does "copyright" mean?

Our nation's founding fathers determined that it was in the public interest that the creative works of a person's mind and spirit should belong, for a limited time, to the creator. The protection of these works is called "copyright." The United States Copyright Law grants to any copyright owner the exclusive rights to original material for a term which is equal to the length of the life of the author/creator plus 50 years. (For many songs written prior to 1978 the term is 75 years.) The copyright owner is the only one who has the privilege of reproducing the work. If any other party wants to reproduce the material in some manner, permission must be obtained from the copyright owner.

Visible notice of copyright should appear on all copies of copyrighted music. Whether on the owner's original works or on permitted copies, the notice should be visible and contain the word "copyright" or the symbol © (for sound recordings), the year of the first publication, and the name of the copyright owner.

What are the rights of copyright owners?

- To reproduce the copyrighted work in printed copies or on records, tapes, video cassettes, or any duplicating process now known or which later comes into being.

- To make arrangements and adaptations of the copyrighted work.
- To distribute and/or sell printed or recorded copies of the work or to license others to do so.
 - To perform the copyrighted work.
 - To display the copyrighted work.

"Think of copyrighted music as a piece of property."

Who owns the legal right to make copies?

The original creators (authors and composers) and/or publishers, assigned agents, etc.

Do other countries have copyright laws?

Yes. Most of the world now seems to recognize the need to give incentive and protection to creative persons. Copyrighted material owned by U.S. citizens is protected in many other countries by those countries' copyright laws and treaties with the United States.

What if I am faced with a special situation?

If you want to include copyright lyrics in a song sheet, arrange a copyrighted song for four baritones and kazoo or make any special use of copyrighted music which the publisher cannot supply in regular published form, the magic word is...ASK. You may or may not receive permission, but when you use someone else's property you must have the property owner's consent.

What if there's not time to write?

Think of copyrighted music as a piece of property, and you'll be on the right track. Plan ahead. Some publishers routinely grant permission over the phone.

by Kathleen Cole
Music Committee Member
and Church Music Publishers
Association

What about photocopies or tapes that are now in our church?

Immediately destroy any unauthorized photocopies, tapes, etc., and replace them with legal editions. Possession of any illegal copies puts you in the position of harboring stolen goods.

Is it permissible to perform copyrighted works in church?

Yes. You may perform copyrighted religious works from legal editions in the course of services at places of worship or at religious assemblies. Legal editions do not result from unauthorized duplication of religious works (i.e., to purchase one copy of religious sheet music, then make 30 copies for the choir without permission and perform it in a worship service is not legal or ethical).

Can I make an original recording of a copyrighted song?

Yes, but you must secure a recording licensed from the copyright owner, and pay, effective January 1, 1992, a Royalty of \$.0625 (6 1/4 cents) per song, per record, or tape manufactured. (This rate is set by the Copyright Royalty Tribunal and usually increases every two years.) This includes copies of recordings or tapes of church services, concerts, musicals or any programs that include copyrighted music.

Can I make a record or tape using a prerecorded instrumental accompaniment track?

Yes, provided you have proper permission: two different permissions are necessary in this situation. The first is from the copyright owner of the selection to be recorded, and the second is from the producer/manufacturer of the accompaniment track. Fees are usually required for each permission.

Must I get permission to copy, print, project, photocopy, etc?

Yes. Permission must be secured prior to any such and/or duplications.

Is there one source I can contact to obtain permission to use many congregationally sung compositions?

Yes. You can secure a blanket license that permits many church activities from Christian Copyright Licensing, Inc. (1-800-234-2446). The CMPA endorses CCLI and has cooperated in making this license available to churches.

“If a song is in the public domain, the copyright protection for the song has expired and it is dedicated to the public for use. . .”

What if I can't find the owner of a copyrighted song? Can I go ahead and use it without permission?

No. Check the copyright notice on the work and/or check with the publisher of the collection in which the work appears. Once you know the name of the copyright owner, write, call or e-mail the Church Music Publishers Association for assistance in locating an address or phone number. For a cost reimbursement of \$2.00, CMPA will supply a current listing of major sacred music copyright holders/publishers. Please send cash. CMPA cannot invoice.

But what about out-of-print items?

Most publishers are agreeable, under special circumstances, to allow reprinting of out-of-print items, but again, permission must be secured from the copyright owner prior to any duplication.

What is “public domain”?

If a song is in the public domain (PD), the copyright protection for the song has expired and the song is dedicated to the public for use as it sees fit with no permission being required from anyone. The absence of a copyright notice (see question 1) is one indication that a song may be PD.

What is “fair use”?

Fair use is not generally available to churches. Fair use is established by statute. See *Copyright* on page 13, col. 2.

The Road to Damascus



By Gary Simmons
National Manager
Ministry for Peacemaking

I was on the road to the Future Search conference last May and wondering what possibilities would be realized as stakeholders throughout the Unity movement come together to play in the field of Unity dreams.

My dream for the Unity movement and myself was that Unity would become an influence for peace in the world. "Why couldn't someone from Unity be doing the things Reverend Jesse Jackson does?" I thought to myself. Is Unity or can Unity be a legitimate influence for peace in the next century?

Jesus said, "Blessed are the peacemakers, for they shall be called children of God." I have always believed that peacemaking is a path to God. I have felt for myself and others a deep longing for reconciliation, not just in terms of healing in relationships or the resolution of conflicts, but in terms of my own sense of being. In a world that is so divided by issues of race, gender, sexual orientation, religion, and human rights, how is it possible that we not feel both a part of the problem and a part of the solution? Reconciliation is somehow coming to terms with our fears and insecurities in the awareness that we are so much more. For me, peacemaking is a process of transcendence wherein we discover our innate wholeness and worth.

Peacemaking is not passive or aggressive. It is neither political correctness nor a police state. It is dynamic neutrality in the face of competing tensions or mutually exclusive positions. It is holding the space for the possibility of reconciliation to occur in a field of infinite possibilities. A peacemaker stands at the center of confusion, upset, and conflict without making anyone



Gary Simmons

"Peace-making is not passive or aggressive."

wrong for his/her position. At the eye of the storm there is calm, clarity, and peace. At the "I" of the storm of conflict, there is principle, purpose, oneness, and presence. A peace-

maker invites disputants into the "I" of their storm so that from center, from principle, purpose, oneness and presence, they can discover the missing pieces in their relationship. This discovery process is the first step towards reconciliation.

And so, with this intention in mind, a group of Future Search participants drawn to explore ways to become an influ-

ence for peace suggested a new name for the Conflict Management Department of the Association of Unity Churches—Ministry for Peacemaking.

Regional conflict management teams will now be called *peace teams*. The *peace workers* who are called to work with conflicted churches will facilitate conflict management as a process of reconciliation and spiritual renewal.

An essential ingredient in peace work is communication. Peace workers create a safe space within which disputants can be heard. Part of the problem in church conflicts is that people don't feel heard. They may talk about issues, but **real communication only exists when people are willing to be changed by what is heard**. Peace teams give everyone an opportunity to share their experience without being made to feel wrong.

Peace work also involves helping people do the right thing. They continually remind everyone that the real purpose of ministry is to create communion and demonstrate truth principles in all aspects of ministry. More often than not, conflicted parties are stuck in needing to be right. Peace teams help disputants discover the missing pieces, gaps, and

breakdowns that support interpersonal and organizational tensions.

Peace teams don't make peace happen. Peace and reconciliation is only possible when the entire church community takes ownership and responsibility for the issues underlying the problems in the church. Peacemaking is an outcome of conflicted parties discerning God's will for themselves and for the community at large. It occurs when people take authentic action based upon principles of integrity and truth. Peace workers coach the minister, board, and the congregation into a meaningful and productive relationship with the issues. They encourage, support, and champion the willingness of everyone to let God's will and work be done in the life of the ministry.

The mission of the Ministry for Peacemaking is to assist Unity leaders and their congregations in making their own peace. In making peace, they rediscover their innate wholeness and worth. This mission may or may not be realized in every call for assistance. In some cases, reconciliation is dependent upon outer as well as inner changes taking place in the organization. Not everyone is willing or able to make the changes necessary to guarantee peace will happen or be lasting. Nonetheless, peace work is a worthy endeavor because it brings everyone into an awareness of God's presence and purpose. It plants the seeds of greater health and organizational integrity in the minds and hearts of those who will move the ministry forward.

I invite you to hold the Ministry for Peace-

making in prayer as we work together to answer the call to make peace. If you would like to know more about peace work, training intensives or workshops, call me at 501-442-4360 or email <GSresolve@aol.com>.

"The mission of the Ministry for Peacemaking is to assist Unity leaders and their congregations in making their own peace."

Copyright

Cont'd from page 11

and interpreted by the court which permits portions of copyrighted works to be legally reproduced for purposes of criticism, comment, news reporting, classroom teaching, scholarship and research. In no instance does this apply to performance. The various interest groups involved have agreed upon guidelines which constitute the minimum and not the maximum standards of educational fair use. If you are interested in a copy of these guidelines, please contact CMPA with your request.

Is it permissible to make duplicates of the tape that accompanies a musical or printed work for "learning" or "rehearsal" purposes?

No, it is illegal. Write or call the publishers of the music for permission.

What are the penalties for making unauthorized copies of copyrighted music?

Embarrassment is the first. Additionally, the law provides for the owner of a copyright to recover damages for unauthorized use of copyrighted music. These damages include the profits of the infringer and statutory damages ranging from not less than \$250 to more than \$100,000 per infringement. In addition, prison terms are provided for willful and commercial infringement. Remember, churches, schools and not-for-profit organizations can be infringers, too!

WHO LIVES IN YOUR COMMUNITY?

Find out with demographics data on your community. We offer a free packet including step by step instructions for finding data on the Internet, other sources to consider, and a description of our reports showing data, graphs and maps.

Contact Lisa Wittman
by phone or e-mail
dom@unity.org.

1999 Unity People's Convention

Together Through the Threshold of Tomorrow

Well, another exciting convention has come and gone! May 31—June 5, five hundred attendees joined together at the Hyatt Regency Crown Center in Kansas City, Missouri, to share a week of inspiration, fellowship and fun.



Introducing the Unity Rock & Roll Band (l to r): Angela Mattes, Sky St. John, Marty Newman, Phil White, Linda Poole Kennedy, Roger Goodwin, Wayne Manning.



John Strickland introducing our new chair of the board—Sharon Connors



A Fillmore Night Out with Connie Fillmore Bazy, Rosemary Fillmore Rhea and Charles R. Fillmore.



The opening ceremonies began with an exciting and fun concert featuring (l to r) David Roth, Jana Stanfield and Greg Tamblyn.

Glenn Mosley presenting an award to Ruth Mosley celebrating the 20th Anniversary of the Urban Ministerial School.



by Debbie Ball
Convention Coordinator



Wayne Manning presents Janet Bowser Manning with the Light of God Expressing Award.

"Be sure to mark your calendars June 5-10, 2000, for our Hawaii Convention."

Rosemary Fillmore Rhea presenting the lifetime Achievement in Broadcasting Award to Dale Batesole.



Pearl Davis, recipient of the Myrtle Fillmore Award, with Glenn Mosley.



Howard Caesar (r) presenting the Light of God Expressing Award in Society to Frank Abraham.



Joanny Playdon Smith accepting the Charles Fillmore Award in behalf of Stretton Smith.



Glenn Mosley presenting the gavel plaque to outgoing chair of the board, John Strickland.

Association of Unity Churches Convention June 5-10, 2000 Hilton Hawaiian Village, Oahu

Keynotes:

Andrew Harvey: author of such books as *Son of Man: The Mystical Path to Christ*

Sharon Connors: chair of the Association and minister in San Francisco

Dr. Robert Muller: most recent work includes the book, *2000 Ideas For A Better World*

Serge Kahili King, Ph.D.: author, humanitarian and shaman who will share Polynesian philosophy and wisdom.

Sonia Choquette: author of *The Wise Child: The Psychic Pathway* and others.

Phyllis Crichlow: minister, guest speaker for Women Ministers Dinner

Alan Cohen: inspirational teacher and author, leading Spiritual Renewal Retreat

Registration:

\$400 (if staying at hotel)

\$600 (if not staying at hotel)

includes:

all keynotes • workshops • opening reception and closing banquet
one-day admission to Polynesian Cultural Center
with dinner luau and entertainment

Airline Reservations:

Campbell Cruises & Tours can book flights for you individually or as a group. Call 1-800-586-SAIL for reservations.

(If attending any post-convention tours, please let them know.)

Hotel Reservations:

Call the Hilton Hawaiian Village to make your own reservations (unless on the UMB payment plan) at 808-947-7898. Have credit card available.

Room Rates per night: (not including tax)

Gardenview \$166

Oceanview \$196

(1999 rack rates are \$325 and \$375 per night)

Health

Cont'd from page 5

Most doctors ignore the fact that their patients are fans of God and . . . that 60 percent of the population would like to discuss spiritual issues with their doctors and 40 percent would like their doctors to pray with them . . . neither doctors nor psychotherapists are taught to deal with or even bring up religious issues . . ."

Using the American Academy of Family Physicians as their source, Carey and Visgaitis (1997) reported that although 42% of family doctors have not been introduced to using spirituality in healing through professional training, 75% of female doctors and 63% of male " . . . doctors have used prayer or meditation in treating themselves . . ." It would be interesting to know what percentage of psychiatrists and other psychotherapists use prayer when they have healing needs. As evidenced in Larson's statements above, 40 to 50% of the general population, and 78% from the Association of Unity Churches' survey (1997) would like for the health care professional, mental and physical, to pray with them. So, one might ask, "Why do psychiatrists, psychologists and other mental health professionals not pray with their patients/clients more often?"

Four possible scenarios come quickly to mind: (a) a given patient/client may be one in the population who would not want the mental health professional to pray with her/him, (b) in the therapist's mind, to offer prayer might raise questions in the patient/client's mind regarding competence, (c) that the therapist and patient/client are of different religious backgrounds, and (d) that therapists don't know patient/clients would like prayer.

In response to the four scenarios noted above, I suggest that for the Unity patient (a) the mental health professional ask either in writing on the intake questionnaire or during the first consultation whether the patient/client would want the therapist to pray with her/him; (b) the Unity patient/client will only be inspired to more confidence in the therapist's skills; (c) since Unity students attempt to honor diversity, patient/client and therapist being of different religious backgrounds would tend to heighten the prayer experience together. The Unity student who had selected a therapist who is Catholic, Jewish, Muslim, or of any other religious background, would consider praying with that therapist an added bonus; and (d), considering the desire of up to one-half of the general population to have their physician/therapist pray with them, as reported by Larson above (Versau, 1997; Reynolds, 1996; & Cohen, 1997) and by medical-faith researcher

Benson (1996), the data suggests the general population would like prayer to be offered.

It is not suggested that a physician or mental health professional proselytize or in any way apply pressure regarding religious views, but simply to allow for the positive effects of coping, restoring hope and peace

"Why do . . . health professionals not pray with their patients/clients more often?"

the patient/client experiences through prayer. At least, the psychiatrist, psychologist, or other mental health professional might ask if the patient/client would like a few minutes of silence to close the consultation.

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The Crumpled One



Exquisite stewardship. Tithing. Prosperity. Abundance. Each of these words draws an emotional response from within us, bringing us an awareness of the energy we hold around money. How do we receive money? Joyously. Willingly. With open hands and hearts! And how do we give money? The same way we receive? Or do we give hesitantly? Fearfully? Trusting. . . at times more in that stack of bills than we do in God's infinite good flowing through us? A recent e-mail reminded me of those days when I helped board members count the offering. Honey Judith Rubin, author and Unity congregant in Marietta, Georgia, willingly agreed to let me share her insights with you.

"I had started my spiritual journey as a 'crumpled' one."

just that. It really wasn't the amount of money that had sparked this part of the discussion, but the poignant shared awareness that the persons crumpling the ones had probably felt ashamed or uncomfortable.

As the discussion continued, I just knew I had to reveal myself. For I had started my spiritual journey as a "crumpled one." I knew personally what it felt like to believe I didn't even have enough to live on, let alone to give generously to any "outside" interests. Oh, I'm at the point now

where I tithe regularly, even though it is a stretch at times. And as I flex my "faith muscle" when fear comes up, I find the courage to keep my commitment. To my joy, it all keeps working out!

I told the group about my journey from being a "crumpled one" (literally and metaphorically) to being a gleeful, eager supporter of our spiritual family with my time, talent and treasure. What made the initial difference for me was that people had prayed for me!

My first spiritual family was a New Thought church about 40 miles from my home. I had bottomed out as they say in recovery. I lived in a house with no running water. Some weeks, I didn't know for sure if I'd have gas money to get to church. But I knew I had to get there, and on Sundays and Wednesdays, like clock work, I did. Some weeks it was all I could do to put a single one in that basket. I began wadding it up long before the basket passed. By the time the basket came to me, that one, or two or three ones if I was "flush" that week, was about the size of a small chewy candy—and wet. I felt such shame that this was all I had to give, I was literally in a sweat the whole time I

by Shay St. John
Vice President of Development

Have you ever noticed crumpled up money in the offering basket as it passes? The financial visionary team at our church was discussing how, historically, offerings take a dip in summer. We were brainstorming ideas of how to help us all remember that our operating fund needs support year round. That's when the conversation about the crumpled one dollar bills began.

It seems that several people at every service wad up one or two one-dollar bills and put them in the basket. One "counter" observed, "You should see how long it takes to uncrumple those ones!" Several other helpers echoed the same. Then, one of us commented that we were going to have to unfold the money anyway, so why not pray over it as we straightened the bills, and see each person who had put those crumpled bills in the basket unfolding and blossoming in all his/her spiritual beauty. We made an agreement to do



Shay St. John

was wadding it up!

One day, after I had been going there regularly, I had a strange urge to talk to an assistant minister about some of those people who drove big new cars and put only \$5 or \$10 in the basket (talk about self-righteous projections). She just smiled so sweetly and said, "We pray over every offering in that basket. and We say a special prayer for those who feel so uncomfortable with what they are giving that they crumple it up before they put it in. We know that the crumpled money is especially precious, for someone felt all that fear and they gave anyway!" Barely breathing at this point, I didn't admit to her that I was one of those "crumpled ones." But she had reframed the entire picture for me. I began my prosperity work in earnest that day.

My first step was to find the courage to lay the money flat and not crumple it while we all poured our blessings into the offering. Since all minds are joined, it was no big surprise that several weeks after I found the courage to do this, the minister encouraged us all to open our money, lay it flat in our hands and bless whatever we were giving! "If you have a yearning to give more," she said, "ask God to give you both the courage and the means to do so. But whatever you give, give it with joy." Blessing whatever I'm able to give or do NOW continues to be an important part of my unfolding. Try it, you'll like it!

Whatever your level of giving is now, and especially if you wish you could give more or feel some embarrassment over your gifts, know that others may be saying special prayers over the crumpled ones. At our church, we gently unfold the ones as though we are unfolding the spirit of the person, blessing them, affirming their goodness, innocence and worthiness. We see them coming to have the faith and courage to give and receive abundantly. We see them knowing themselves as worthy of receiving the kingdom and of being the trusted steward. We know that as we pray for their unfolding, we are praying for ourselves. We are all in this together.

We still have the mechanical "work" of sorting and counting the offering. Now it has taken on the glow of a devotional act. We see us all blossoming in our ability to nurture our shared unfolding so that we are a

light in the world. From now on, as you pass the basket, no matter what else you put in, pour in your blessings and gratitude for all of the yearning, love and courage that those pieces of paper or metal represent.

"We see us all blossoming in our ability to nurture our shared unfolding so that we are a light in the world."

Thank you, Honey, for these inspiring words. Thank you, loving visionaries who dare to bless and enfold every gift with your unshakable faith in the Christ Presence expressing through each giver.

Kim and I bless and give thanks for the 417 plus individuals who have dared to uncrumple their hesitations and say "YES" to our Unity Wings Across Time 2000X200 Team. What a great Christmas present this gift of celebration and vision can be for yourself, loved ones, mentors and those who bless your spiritual journey!

If you would like more information on how you can participate, please contact Kim, Debbie or me.

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
PO Box 610
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(816) 524-7414, ext. 350**

Future Search Conference draws people from all across Unity



We have seen so much excitement coming out of the *Unity 2010* conference. One of the keys to the conference was the involvement of people from all areas of the Unity movement. We sought to include many forms of diversity through our selection of participants. In fact, diversity was the purpose behind selecting participants rather than simply having self-selection. Below is a list of the functional stakeholder groups included, along with the number of each who actually participated:

- Association staff – 11
- Association board – 20
- Committee chairs – 10
- Church board and staff members – 11
- Congregants – 27
- Friends of Unity and ministers' spouse/partners – 15
- Licensed teachers – 21
- MEP candidates – 6
- Ministers – 27
- Unity School staff – 10
- Y.O.U. participants and recent graduates – 23

This totals 181 participants (from a total 459 nominees). Many commented on the great contributions made by all stakeholder groups, with special mention of the Y.O.U.'ers. Even though they were not separated as groups, we also included regional and local church education participants, and church music and bookstore directors.

Of the total 459 nominees, 282 were invited to attend throughout our selection process. We selected an initial group and received confirmations and cancellations from them. Another selection followed in which those agreeing to be alternates were invited. Throughout the ensuing weeks, changes were made as more cancellations were received

and more alternates invited to take their place. Always, we kept in mind the idea of including all stakeholder groups. Approximately 10% cancelled or declined before the event,

while about 6% of those confirmed did not attend.

Other forms of diversity were also a goal, though our first priority was to include all functional stakeholder groups (listed previously). We gathered information from nominees concerning their age, racial/ethnic background, average attendance at their church, years involved in Unity, and gender. The following

tables show these statistics for our participants. (Note that N/R means that we did not receive information from those participants relating to this variable).

"We sought to include many forms of diversity..."

AGE:

0-18	12
18-24	11
25-34	2
35-44	21
45-54	58
55-64	36
65-74	14
75+	1
N/R	26
TOTAL	181

RACIAL/ETHNIC:

N/R	10
African American	15
Asian	4
Hispanic	5
Native American	3
Other	4
White/European	140
TOTAL	181

**ATTENDANCE 1
(Sunday Service):**

N/R	49
1-50	18
51-150	37
151-350	40
351-500	16
501+	21
TOTAL	181

YEARS (in Unity):

N/R	20
Less than 1	11
1-3	12
Between 3 & 5	21
Between 5 & 10	41
More than 10	76
TOTAL	181

GENDER:

Female	104
Male	77
TOTAL	181

With the commitment of all Unity people to the eleven areas (**see our Website for further information**) of interest identified during the conference, we look forward to a fruitful ten years. We will continue to coordinate the self-identified task groups in imple-

“We will continue to coordinate the self-identified task groups in implementing the shared vision.”

menting the shared vision. Look for further information on how you can participate—updates will appear on our Website <www.unity.org>, *The Minister's Letter*; *Contact* and *The Fax... Just In Time*. Everyone is invited to take part in order to achieve our ambitious goals and to “co-create our future.”

Unity People Envision the Future

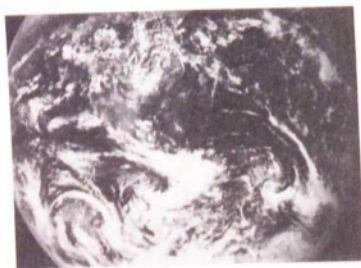
A ground-breaking event took place just before our annual convention this year in June. One hundred and eighty-one Unity people gathered together to envision the future of the Unity movement. Ordained, licensed, and lay people participated in the Unity 2010: Co-Creating Our Future event, resulting in identification of eleven areas of interest. Whether you participated in the event or not, we invite all Unity people to take part in your area of interest. Teams are forming around these areas, and it's not too late to sign up:

1. Education – expanded, diversified, accessible education programs, and distance learning
2. Prosperity – creating abundance to do God's good
3. Strategic Alliances – bringing oneness to Unity, exploring structural and organizational integration and cooperation
4. Technology – expanding and optimizing utilization of cutting edge technology
5. Global – creating and supporting a growing Unity presence around the world
6. Inclusivity – supporting values, attitudes, programs, services, and facilities for inclusive diversity of all people
7. Leadership – promoting shared and empowered leadership among all stakeholders
8. Community Resource Centers – co-creating multiuse and multigenerational centers to enhance community, personal growth, and spiritual awakening
9. Living Unity Principles, the teachings of Jesus and the wisdom of the Bible – sharing and promoting life choices and styles which come from our Christ center
10. Influence for Peace – exploring and implementing ways to become peacemakers within ourselves, our communities, and our world
11. Positive Impact on the Human Condition – being the hands and heart of Christ by actively serving our neighbors and communities in many and diverse ways

To get involved with your interest area, contact Carl Osier at (816) 524-7414, ext. 335.

Millennium News Briefs:

Wayne Muller is "...eloquent, engaging, enlivening, inspiring and peacegiving."



by Lisa Wittman
Director of Marketing

Satellite broadcast

If you are planning to include our satellite broadcast in your millennium event, be sure to sign up for your satellite dish by November 1 to avoid any shipping delays. Contact Debbie Ball at cssc@unity.org, or (816) 524-7414, ext. 329.

Broadcast schedule

Our broadcast schedule will include music and inspirational messages beginning at 8:30 p.m. Central time. Jim Rosemergy and Chris Jackson will have brief messages as representatives of Unity School, while Glenn Mosley will speak for the Association. The Chair of the Board of Trustees of the Association will also provide a message to be read. Plans are under way to include a representative of Y.O.U. And the centerpiece of the evening, Wayne Muller, will provide a keynote address that is sure to give you a great start to the new millennium.

Rave review

Rave review of Wayne Muller: Sharon Connors, Unity Christ Church in San Francisco shared, "It is July 29 and Wayne just spoke at our church on Sunday. Everyone loved him. When he speaks, it is poetry. He is eloquent, engaging, enlivening, inspiring, and peacegiving. He is warmth, compassion and lovingkindness in the flesh. His presence warms the heart and his words melt it. I am honored to call him friend."

Prayer vigil

For those planning a prayer vigil, here's a

"Great ideas for the new millennium!"

great idea from Lauren McLaughlin at Unity of Independence, Missouri. Why not invite other religious/ethnic groups to come pray with you during the "awakening" of their time zone? For example, invite the Croatian church to pray with you while you recognize the new millen-

nium at midnight in Eastern Europe. What a great way to involve more people in the community! This would no doubt be of interest to the media in your area, so include a news release in your publicity planning.

**THIS HOLIDAY
SEASON,
CELEBRATE A
NEW SPIRIT.**

Yours.

Check out our copyrighted church ads using attention-getting headlines like the one above. We have ads for general occasions and now for Christmas and New Year's. To order, contact Lisa Wittman by phone or e-mail dom@unity.org.

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. We invite you to join your prayers with ours as we say a special THANK YOU to all these individuals, organizations and ministries. (Any omissions due to our press date will be included in the next printing.)

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Skills Demonstration Seminar	November 12-19

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L & O	January 17-20
Mid-Year Meetings	January 18-26
Regional Education Services Consultants	February 14-20
Field Licensing Seminar Year 1 and Year 2	March 12-18
Skills Demonstration Seminar	April 7-14
Fund Raising Seminar	April 29-May 5
L & O	May 30-June 1
Pre-Conference (Hawaii)	May 31-June 2
Convention (Hawaii)	June 5-10
Adult of Unity	June 27-23
Certified Spiritual Educators	June 30-July 3
Licensed Teacher Postgraduate Week	July 1-7
Skills Demonstration Seminar	July 21-28
Youth of Unity	July 30-August 5
Spiritual Board/Leadership Forum	August 24-27
Executive Committee Meetings	September 5-8
Focus on Planned Giving	October 14-20
Skills Demonstration Seminar	November 10-17

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TABLE OF CONTENTS

Answers to common copyright questions -	10
Contributing Friends --	23
Convention '99 -----	14
The Crumpled One ----	18
Future Search Conference -----	20
Millennium News -----	22
Religion & Mental Health -----	2
The Road to Damascus -----	12
Seasons and Reasons ----	4
Temple Grants & Radio/Media Awards -----	6
Understanding Your Size of Ministry -----	8

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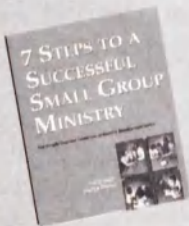


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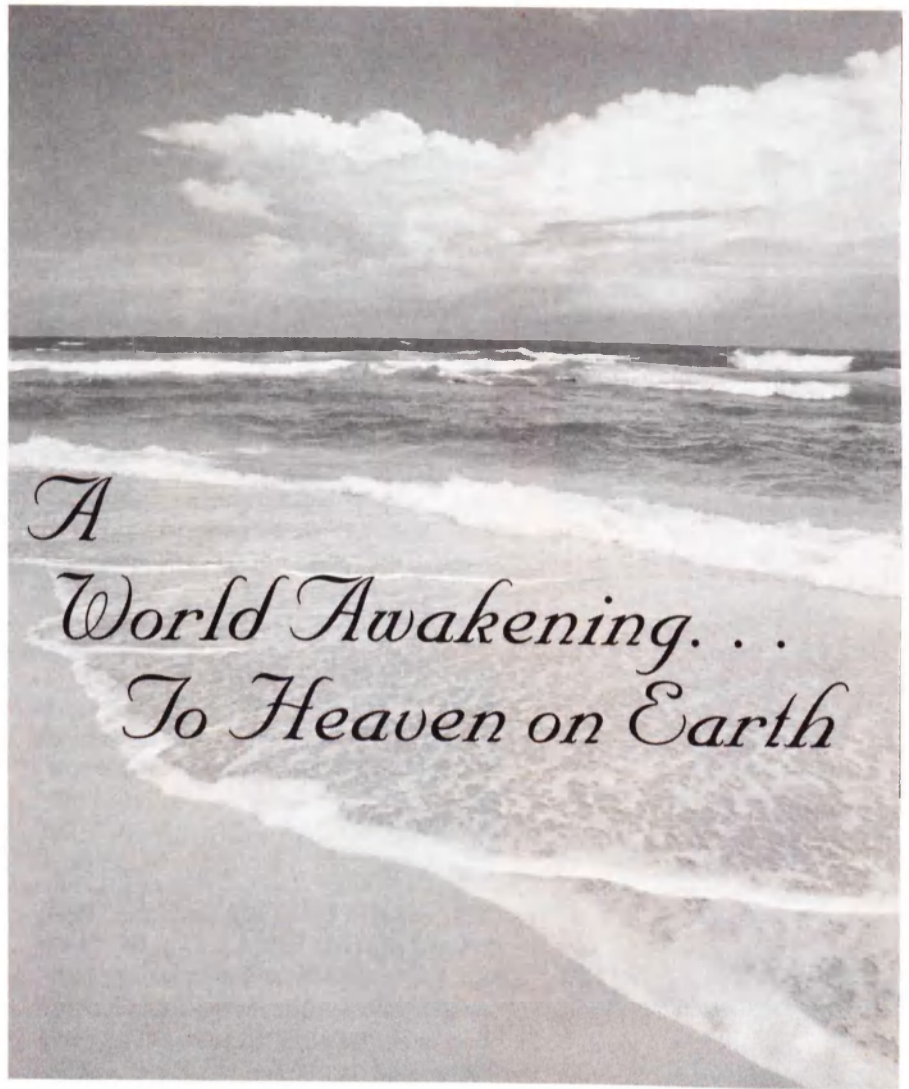
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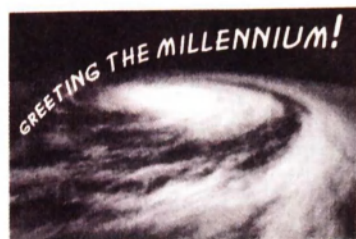
*A
World Awakening. . .
To Heaven on Earth*

2000 Unity Convention

Let yourself be drawn to the
magnetism of the island as
you are drawn together in
mind and spirit.

PAGE 15

After 2000 years C.E., how are we doing?



by Glenn Mosley
President/CEO

A few shopping days left until Christmas and most of us are in midstream of planning. We want our experience of Christmas and that of family and friends to be very enjoyable if not "perfect."

With "0" shopping days left until 2000, those of us on Earth just now have a rare and precious experience ahead of us for at least the next 50 years. Few people have the opportunity that is ours: that is to live not only in two centuries, but also in two millennia. (Anyone, who on January 1, 2000 will be 100 years and 2 days old, or older, will have lived in three centuries.) What shall we do with the opportunity to help in planning an enjoyable, safe, pleasant, growth-filled new millennium for ourselves and for world-wide posterity?

Naturally the response to the title question and to the one just above depends on who's answering. In answer to the title question one may say "I'm a Baptist slash Unitarian Universalist and I practice Transcendental Meditation"; another is a Jewish Christian, or a Christian Jew, or an Islamic or Christian Buddhist, and is "doing fine, thank you very much."

To the question at the close of the second paragraph above, one may answer, "There is a spiritual revolution going on around the world and one would be hardpressed to say that any one religious institution is leading the way, one over another. I for one want to be part of planning that will provide improved solutions."

We're all in this revolution together: religion, education, medicine, and science, including the nonreligious social sciences, mathematics, physiology, biology, physics, astrophysics, and cosmology. The world, not just the United States, is a melting pot, and

we have far more than just a worldwide spiritual hash being prepared; we have a hash derived from the disciplines named above and hundreds of others not named above. A

major component is the speed with which electronic media report the changes that are being made moment by moment.

Electronic or print, the news media report not only changes, but also report news both good and bad. Youth educators in Unity are pointing to statistics of the 1940's and the 1990's, regarding seven major concerns on

the part of educators for the children that they teach. In 1940, they were: talking out of turn, chewing gum, cutting in line, making noise, running in the halls, littering, and taking part in dress code infractions; in 1990 the concerns are: drug abuse, robbery, rape, assault, alcohol abuse, pregnancy, and suicide.

It would be easy if we could point to a single source of influence that has brought about the 50-year shift in concerns. That way we could excise, exorcise, educate, or imprison the population responsible and "the problem would go away."

The problem did not happen overnight: there was an incremental continuum between

1940 and 1990. And day by day, night by night, and year by year, those of us on Earth now have walked that continuum and have contributed to the problem. This is not designed to make

anyone, including myself, feel guilty. It is a

**"We stand
at a grand
doorway
with
choices to
make..."**



Glenn Mosley

See Millennium on page 5, col. 1

"If we are truly to love one another as brothers and sisters, as children of God, we must begin to draw up some new mental maps for the new century and beyond. . . maps that begin to sketch out the lost continent of the human spirit: the capacity for awe, wonder, mystery, compassion, love and the search for higher meaning. The religious feeling, the burning that results in outpouring of love and commitment to our highest ideals—this is our Original Gift, which must be harnessed once more, and thus held in place."

—Norman Lear

Dear Colleagues,

I remember as a young girl, just entering the age of prepubescent romanticism, imagining that someday my prince would come—just like Snow White. He would take me away from the aches, the pains, the witches and the poisoned apples of the world. Ours would be a relationship made in heaven. NOT!

That notion of being free of the responsibility of dealing effectively with the ups and downs, ins and outs, disappointments and delusions of relationship followed me well into adulthood. Life is about relationship and true relationship is our spiritual vocation. Jesus didn't mince words about this. Neither did the Apostle Paul.

I talked to my daughter yesterday. She was in tears because of a terribly hurtful fight she had just had with her husband. They had both made assumptions about what the other was thinking and feeling. Each needed something different that morning. Jennifer needed to go to church and John wanted to make a plan to do something as a family. The trouble was they didn't work together, negotiating a way for both to be happy. It takes 100 percent presence and willingness to make love our aim in the moment. It takes spiritual maturity that has been tried on the thrashing floor of willingness to "not be right" and "not be in control."

Building trusting relationships takes time and devotion. True relationship takes a willingness to change, if only a simple perception. It takes rigorous, self-reflective honesty. It doesn't come easily. But, then, Jesus never said that it would. Quite the contrary.

I'm writing about this now because: 1) the work of building a true relationship is always up for me and, 2) I was told this week about another colleague in the church who was in the throes of a painful conflict. I said, "Tell this minister to call the Association for help. No one should have to go through this alone." We both talked about how hard it is to reach out for help, especially when we most need

it. How will I look? Weak? Incompetent? Who can I trust? Fear does some very unhelpful stuff in relationships.

If there is one thing I've learned through bouts with my false pride, it's that it doesn't serve me or anyone else. I've learned to ask for help. It gets easier each time to reach out

Relationships: Tried, True and Trusting

for help BEFORE my back is at the wall. I've come to believe that the model for relationship in the 21st Century is "Coaching Relationships." We are called to be here for one another; to coach each other through difficult times and situations. We are called to shine the light for one another; and to encourage and support one another. Our Association is here to do that, too.

Trusting relationships are created by daring to trust. We can dare to trust because we trust something within ourselves that is greater than our fears, our pride, our hurt and our resentments—the invincible spirit of God.



Sharon Connors

There is a story of a talented violinist who was scheduled to play before a very critical audience. Although she had a fine instrument, she was not satisfied with the quality of its sound. So she told her father, "This violin must yield its full resonance and vibration of tone. I'm going out to buy tested strings." When asked how these strings are tested, she answered, "First they're put on a rack and stretched and strained to take all the unsteadiness out of them. Then, they are hammered. Then, they are put through a chemical test. This is what enables them to produce a perfect and full tone." Not unlike what it takes to produce the full rich tones of a beautiful relationship.

May we reach out and touch each other's hand, asking for help and support, so that we might make each other's world a better world. And, we can.

Loving you,

Sharon

by Sharon Connors
Chair, Board of Trustees

Ah Ch ch—what's missing? UR!

Editor's Note: The following article is by Margee Grounds, a colleague and minister of Unity Church of Savannah in Georgia.

--Glenn



In my desire to dissolve the old sense of obligation in attending church, I have told folks in Savannah that the only good reason to attend is that they want to be present. This is still true. Yet their desire to be consistently present returns as they come to understand how much their consciousness is needed. The potential for transforming and healing all who come is immensely enhanced through the contribution each makes simply by being present to pray and radiate love into the world in the midst of the church family. The most inspiring message and the most uplifting music cannot achieve what is necessary in the absence of an intensified field of loving energy.

"Attending service . . . is a matter of serving human-kind."

It's not called "service" by accident

Attending Sunday worship service is not simply a matter of serving self, it is a matter of serving humankind. Rather than being as baby birds, opening our mouths to be fed on Sundays, church congregations are spiritually empowered beings who have an important gift to share. Folks in Unity are blessed to understand, more deeply than many, the teachings Jesus gave us. One way we can thank God for this blessing is by allowing ourselves to be used as instruments on Sunday mornings. Most of us already know that we cannot give to others without being blessed ourselves. Selfless service is its own reward. Are we not all open to being more richly blessed than ever?

God needs you

Each person is needed. The energy contribution each presence provides on a given Sunday may well be what is needed to creating the "tipping point"—to provide the necessary energy for the in-depth healing someone present needs. More importantly, regular "broadcasts" of that energy are

needed by the world-at-large. *Research indicates that the effect of coherent group energy increases exponentially: the power of 50 people praying together is not



Margee Grounds

*Research done by scientist William Tiller of Stanford University. I spoke with him when I attended HeartMath several years ago in California. He was attending a HeartMath session, too.

by Margee Grounds
Minister - Savannah, Georgia

Millennium

Con't from page 2

call for all of us to make new choices and new contributions.

Television as a medium plays a 20-30 second advertisement (for which a sponsor pays handsomely) which is designed to get you and me to buy a \$40,000 automobile. The sponsor does that because it works. The television industry helps to create the advertising because they know it works; just short sound bites repeated periodically. The result is that we are influenced and that we buy those cars and we thereby help pay for the advertising.

However, when told that a seven-year old child going into the second grade has been eyewitness to more than 11,000 acts of violence on television (most of which is done in the name of "entertainment" and not in reporting of news), the media shrugs it off. Essentially, they refuse any responsibility for drug abuse, robbery, rape, assault, alcohol abuse, pregnancy, and suicide, whether wreaked on classmates, family, or in public generally. It is true that the entertainment media do not bare responsibility alone.

The movie entertainment industry must be included in this pocket of concern. They have ratings that at least give parents and/or theatre owners/operators some control on what is viewed by children under 17. However, the bar has continued to be lowered for what passes for a PG 13 rating, or general family entertainment. Remember the power of the pen in writing to movie studios and most especially to legislators regarding the accuracy in establishing the ratings of movies.

What would it be like if we all decided to take at least five steps to help improve what the first crop of young adults of the new millennium who are now children will see in their homes. First how would it be if we do not watch violent programming and thereby model a new behavior for children or grandchildren? Secondly, perhaps we carefully and caringly censor what children in our care may view. Or third, we may write to congressional representatives to seek severe curtailment of violence that a child may watch in his/her own home. Fourth, we may write to those with the greatest influence of all (the sponsors) and tell them that we will not purchase

their automobiles or soap so long as their programming promotes violence, nor will we watch the programs containing that violence. And fifth, how about telling others what we are doing and asking them to consider doing the same.

"What would it be like if we all decided to take at least five steps to help improve what the first copy of young adults of the new millennium who are now children will see in their homes."

In 1969 there were 3 billion people in the world; as of July 8, 1987, there were 5 billion, and as of October 12, 1999, there were 6 billion. Approximately 15% of all the people who have ever lived are alive today. Although the world's population doubled in the past 30 years, the rate of growth is slowing and so will only increase 50% more in the next 50 years, or 2049. Nine billion people in the blink of an eye. We stand at a grand doorway with choices to make and actions to take in order to meet our personal responsibility for making things better, one day and one task at a time.

So, after 2000 years C.E., how are we doing?

MERRY CHRISTMAS, HAPPY NEW CHOICES, HAPPY NEW YEAR, HAPPY NEW CENTURY, HAPPY NEW MILLENNIUM, AND HAPPY NEW YOU!

Music for Love Notes

If you have any music you would like to submit to Love Notes, or know some other talented person who might like to do so, please send it to Love Notes at the Association of Unity Churches by December 31, 1999. We need a tape of the song as well as a lead sheet for review. The address is P.O. Box 610, Lee's Summit, MO 64063. Thank you!

Serving your needs



The Hispanic population in the United States continues to grow, the Association of Unity Churches' Expansion Department is eager to serve the spiritual needs of the growing Hispanic communities in our country.

What have we done to begin serving this growing population?

1. The informal study groups packet has been translated into the Spanish language. This material provides procedures on how to develop study groups meeting in homes. It includes suggestions on materials to study together. The positive transformative message Unity provides helps people to take responsibility for their own lives and reveals ways to practice and apply the Unity principles that bring forth riches and makes for greater proactivity day by day.
2. A pioneer manual has also been translated into Spanish. This manual provides step by step procedures in starting a new church and on how to develop a full status church. Any group of individuals who have a Unity minister or licensed teacher providing leadership may start a church.

The Association has a commitment to employ a bilingual person to serve as the Expansion Coordinator (that is, when Cynthia Vermillion-Foster, now serving in this position, is employed as minister of a church.) The bilingual Expansion Coordinator when fully versed on all the responsibilities will



Joann Landreth

"Our commitment is to serve you . . . so that you may grow."

be able to provide hands-on assistance to growing Hispanic Unity ministries.

I am eager to hear from anyone interested in receiving one of the above packets. Please write or call the Expansion Department at the Association of Unity Churches, PO Box 610, Lee's Summit, MO 64063; 816-524-7414.

To any minister serving in an area with a large Hispanic community who is willing to have Spanish services in his/her church, please order this packet. It will help you find ways to solve your needs. If the Expansion Department can serve or assist in any other way, we are here

to aid you in any way we can.

Please join with the Association by praying for Spirit to light our way as we reach out in new directions to bring our powerful Unity message to more and more people. We who serve in the Expansion Department hold a high vision for all ministries and study groups. Our commitment is to serve you effectively so that you can grow spiritually day by day and bring joy and peace into your daily experiences. God bless you!

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
PO Box 610
Lee's Summit, MO 64063
(816) 524-7414, ext. 350**

by Joann Landreth
Vice President of Ministry
Employment and Expansion Services

As the 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, organizational development, strategic planning and change management for their ministry.

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.

Workshop topics include:

- Spirituality and Administration
- 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 Ministry Teams 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 multiminity retreat held in a central location
 - * five to ten churches
 - * Friday evening and all day Saturday
- On-site in individual ministry

These workshop retreats are increasingly preferred by participants as a way of learning while networking with other ministries.
- Workshops and presentations at regional meetings and annual conference.

The consultant is always available for consultation by telephone, e-mail or fax.

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 prior to contacting consultant.

- Upon selection of a date, the minister and board president discuss with the consultant the workshop or retreat format and tentative agenda.
- Agree to provide feedback in writing to consultant within nine months of workshop.

Church Management Services for 2000

- Schedule the workshop in a comfortable meeting room with tables and chairs. The consultant will need a large flip-chart on a sturdy easel, an overhead projector (with an extra bulb) and a screen
- Healthy snacks are encouraged.
- Provide books and articles on church growth and administration, nonprofit management, board development, organizational development and strategic planning. (The consultant will make available upon request.)
- Order copies of board manual from the Association.



Barbara O'Hearne

**by Barbara O'Hearne
Church Management
Consultant**

One Month in Advance:

Consultant mails:

A final confirmation letter.

Ministry mails:

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

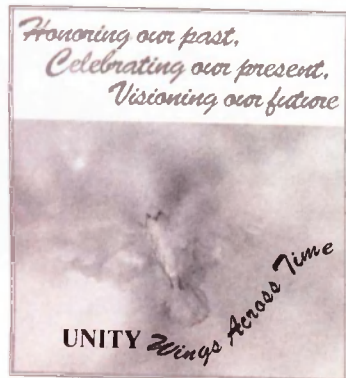
One week in advance:

Call all participants and remind them of the upcoming retreat or workshop.

Cancellation policy:

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

A living history book



by Kim Shawd
Wings Across Time
Project Coordinator

Charles and Myrtle Fillmore started the Society of Silent Unity, trusting totally in the direction God would lead them.

From their start to our present, Unity has grown into something much more than the Fillmores visioned. They stepped out on faith, dedicating their lives to God. They dared to dream.

Step out on faith with our Association as we create our living history—filled with 272+ colorful pages honoring ministries, ministers, licensed Unity teachers and congregants in this “once in a millennium” book.

The purpose of UNITY *Wings Across Time* is to have a visual and permanent record of our Association of Unity Churches and to provide a tangible place to celebrate the history and vision of our growing Unity churches. *Wings* will honor ministers, licensed teachers, laypersons and many others who made and who now make a difference. Within its pages congregants will touch the inspiration that continuously guides Unity’s growth. You are invited to participate actively in this book in several ways.

Our goal is to see 2000 individuals imprinting the 21st century in a very personal way. This is our “once in a millennium” opportunity to leave a living legacy to future Unity congregants.

We have a long way to go to achieve this bold goal. Forty days. A time of transformation to accomplish a big dream. Yet our Elder Brother promised us *the fields are even now white unto the harvest*. Together we can and will move mountains as we hold to our faith in this God-inspired vision. With God and your loving support networking this vision—all things are truly possible!



Kim Shawd

What is the 2000x200 Visionary Team?

A special section in UNITY *Wings Across*

Time will celebrate vision. Vision is making this dream a reality, and we know that *where there is no vision, the people perish*.

Come fly with us. Our goal of 2000 individuals, businesses and friends uniting to birth *Wings* becomes an achievable reality as we vision together and soar into the 21st century.

A gift of \$200 or more confirms your visible presence in *Wings*. Now you can double your vision: gifts of \$200 give you two four line listings in our 2000x200 section.

Networking. Celebrating. Honoring Others. Ministries. Visioning. Specific categories blend together to embrace the heart of our Unity family as we sing our songs together.

Double the Vision! 2 for 1

Join our 2000x200 Team of Visionaries NOW and get two opportunities to share your vision.

Personally:

- Honor and celebrate family, mentors and loved ones
- Celebrate special occasions and joyous events
- Affirm the impact Unity has made in your life
- Network your talents, and/or your business to our global Unity community
- Express your 21st century vision!
- Gift the second space to another
- Combine resources with a friend—you will each have separate listings!

Unity churches:

- Honor your founding minister
- Celebrate your current minister
- Make your mission visible
- Recognize an outstanding volunteer
- List your board of trustees

Say ‘YES’ today and order one copy of *Wings* for only \$20.

Where do you want your listings?

#1 Networking (perfect for businesses, entrepreneurs, authors, musicians, speakers...)

example: Maria Nemeth, author
You and Money
www.address.com

#2 Celebrating (anniversaries, graduations, births, weddings, special occasions...)

example: God's love unites us
as we begin life together
February 12, 2000
Jan and Gary Klein

#3 Honoring Others (mentors, memorials, tributes, founding and/or current ministers...)

example: In memory of
Deborah Shay Fifer
My daughter danced joyously
with Life and Puff the Magic
Dragon. -Shay St. John

#4 Ministries

example: First Church Unity
Nashville, TN

#5 Visioning (affirmations, blessings, Scripture...)

example: William and Joy Emerson
Miami, FL 32961
Unity Love and Light!

Each listing(s) may include up to four lines (30 characters or less). To ensure your reservation as a *Wings* 2000x200 Visionary, mail or e-mail your listing(s) to Kim Shawd by December 31, 1999. Space is limited to 2000 only!

Pre-order books now. . .**20% discount on 10 or more!**

Preprint copies of *Wings* are \$25 each.
Order ten or more copies: only \$20 ea.

Personally:

- Reserve your own copy
- Reserve copies for family and friends

Unity Churches:

- Reserve copies for the bookstore
- Reserve copies to use as gifts for
 - ☆ Donors
 - ☆ Key leaders
 - ☆ Volunteers
 - ☆ Board of trustees
 - ☆ New members
 - ☆ and for many special others

After publication price: \$40 ea.

3-Ts invited!

The 3Ts are:

- ☆ **Testimony** of how Unity impacts your life, or;

"The purpose of UNITY *Wings Across Time* is to have a permanent record of our Association and to provide a tangible place to celebrate the history and vision of our growing Unity churches."

- ☆ **Tribute** honoring a special person who has touched your life or;

- ☆ **Trivia** about special people and places in Unity.

There is no fee to print the 3Ts. We only request a signed 'permission to print' statement. Each submission of 150 words or less will be considered.

UNITY *Wings Across Time* can be utilized as a model for your ministry. Create a smaller version or booklet to celebrate your ministry's history and vision. Present and future congregants will treasure this in the years ahead. Invite laypersons to participate in its creation and leave the legacy of a rich and full record to future congregants and leaders. Celebrate current ministers, founding ministers, key visionaries who made and make Unity in your community a reality.

NOTE: See page 11 for UNITY *Wings Across Time* Participant list.

Correction

The Contributing Friends listing in the October/November, 1999, *Contact* should have listed Unity by the Bay in Coos Bay, Oregon (David Torres, minister), in the Active Sponsors section. We apologize for the oversight.

You've been asking. . .



by Marsha Penrose
Association Staff Representative
Hymnal Ministry Team

Q: I submitted music for the hymnal. What is the status on that project now?

A: Kathleen Cole, a second-year ministerial student with a long background in music and publishing, is the new coordinator for this project since September. She has worked hard to catch up on details, and is on target for meeting our print release date of 2001. She is presently working on sending out formal contracts to those people whose approval forms we have received, and getting those songs to music arrangers. The next step will be to locate the musicians whose approvals did not reach them, to reach a compromise on those songs with qualifying conditions or whose songs have publishers' rights, and filling in with other highly-rated songs as needed.

Q: I have moved and/or changed phone numbers since I submitted music for the hymnal. Who do I contact to update that information?

A: Please e-mail Kathleen at Hymnal2000@unity.org with changes. Many people have moved and some addresses were not included, making it difficult to get contract approvals in some cases.

Q: Will this hymnal include any songs from *Wings of Song*?

A: No, this hymnal is intended to supplement your current hymnal. You will still be able to order *Wings of Song*.

Q: What is different about this hymnal?

A: It is more gender-inclusive and cross-cultural with joyful Unity-themed inspirational messages which will be arranged so that they are very playable, singable, contemporary and melodic. The index will be more extensive as well, and will reflect those suggestions made by the Hymnal Ministry Team

as representative of each region.

Q: When will we be able to see the new hymnal?

A: Our target date for the new hymnal will be at the Convention in June of 2001.

Q: How will the new hymnal be marketed?

A: Unity School and the Association have worked on this as a joint project and it will be published by Unity School. You will be able to hear clips from hymnal selections at the Convention in June of 2000 as well as on the Association Website.

You will also be able to receive a sample tape at that time. The hymnal will have a four-color cover and will be offered to other faiths as well.

Q: What will the new hymnal be called?

A: That is still under deliberation, but will be finalized soon.

Q: Will we be able to project the songs from the hymnal on the wall or a screen for congregational singing? Will we be able to photocopy the lyrics for retreat or bulletin use?

A: Yes. However, copyright laws still apply and each song must be credited. Also, any taping of performed hymnal songs as part of a service is prohibited.

Q: Who can I direct other questions to about the hymnal?

A: Please contact Kathleen Cole at Hymnal2000@unity.org or Marsha Penrose at the Association of Unity Churches at 816-524-7414, ext. 330.

From our hearts to yours, we say thank you for sharing this vision by personally imprinting in **UNITY Wings Across Time** your love and words of celebration.

(*denotes minister)

Visioning

SDS Spring 1999 Class
 Unity Ctr of Prac Christianity
 Abia State, Nigeria Africa
 Charles Ashman
 Frank Abraham
 Jimmy Abersold
 Debbie Allen
 *Dianne Allen
 *Vertell Allison
 Veda Almy, LT
 Anna Andes, LT
 *Young Bae
 *Joel Baehr
 *Kyra Hines Baehr
 Lou Beck
 James Bee
 June Bender
 Thomas Alan Berg
 Charles Betterton
 *Richard Dale Billings
 *Juli Ann Boehm
 Barbara Bissell
 Olaf Bjornstal
 Lovorn Bowe
 *Miki Bowen
 Marion Bowie, LT
 *Gladys Branscum
 Diane Carr
 *Marjorie Carroll
 Anthony Cerniglia
 *Christopher Chenoweth
 Erna Clark
 Pat Clegg
 *Sharon Clements
 Melanie Coakley
 *Johnnie Coleman
 *Sharon Connors
 *Dorothy Cummings
 Ann Corrigan
 Stephen Cumbie
 Alan Davis Family, LT's
 *John Davis
 Al Davis
 Mary Katherine Dombek, LT
 *Linda Dominik
 *David and Alice Durksen
 *Patricia and Eddy Edwards
 Sue Edwards, LT
 Leonard Ellis
 *Robert and Janet Ellsworth
 *Mary Ann Finch
 *Nellie Fleming
 *Linda Foreman
 *Roy E. Fox
 *Helen Dade Galiardi
 G. Norene Gaines, LT
 *Frank and Martha Giudici
 *Argentina Glasgow
 *H. Ross Goodman
 *Roger Goodwin
 Juanita Gray
 *Ernestine Griffin
 *Judith Grimes
 *Hypatia Hasbrouck
 Yat-Lam Hong
 *Amanda Howard
 *Marjorie Howard
 Annemarie Howse
 Joye Hughes
 Scott Ingell
 Gail Ishmael
 Barbara Jackson-Rutherford
 *Barbara A. Jeschke
 *Alfred P. Johnson
 Claudine Johnson
 Janet Johnson
 *Alfred P. Johnson
 Claudine Johnson
 Janet Johnson
 Timothy Johnson
 *Marie Juneau
 Patricia Keel, LT
 *Floy Kelly
 *Linda Poole Kennedy
 *Charles Kepler
 *Sally Kinarthy
 Frank La Gattuta
 Nancy Leahy, LT
 *Edward F. LeBlanc
 David Lemen
 *Kathy Harwood Long
 *Carole Lunde
 *Wayne Manning
 *Richard Mantei
 Helen Mantooth, LT
 Linda A. Martella-Whitsett, LT
 Antonia Martinez
 *Patrick McAndrew
 *J. Robert and Marcia McCartney
 Mary Anne McCubbin, LT
 *Diana McDaniel
 Paula McDaniel
 Janet Meschi
 *Glenn Mosley
 *M. Allen Moss
 *Marilyn Muchlach
 Jerome Nahas
 Barbara O'Hearne
 *Carl Osier
 Bernie Owen
 *Lawrence Palmer
 Mary Patton-Meier, LT
 Jim Pearce
 Violet Pence
 Celia Pierson
 Mala Powers
 Peter Prato Ph.D.
 *Roy Rackley
 Carol Rashford, LT
 Maggie Reed, LT
 Judy Renner
 *Paul John Roach
 Jose Rodriguez
 Rebecca Rooney
 Joan Rosenthal
 Michael Ryce
 Janet Sandborg
 Theodore Schneider, LT
 *Jimmie Scott
 Charles and Michele Sevaeko
 *Diane Sickler
 *Gary and Nan Simmons
 Barbara Sobalvarro
 *Shay St John and Al Sears
 *John and Brenda Strickland
 *Beth Ann Suggs
 Florence Terry, LT
 *Tom Thorpe
 Jessie Tompkins
 *Juan Enrique Toro
 *Harriet Valliere
 Emery Viazanko
 Marisa Villegas, LT
 Ruth Warrick, LT
 *Robert Wasner
 Thomas Wendt, LT
 *Randolph Wilkinson
 *A. Alfreda Williams
 Elizabeth Williams
 *Maurice Williams
 *William H. Williams
 *Pat Williamson
 *Nancy and Bill Worth

Honoring

Unity Ch on the Mountain
 Huntsville, AL
 Emily Albert
 Ida Arrington, LT
 *Clare Austen
 *K. Celeste Barrett
 William Bourg
 Esther Brown
 *Flo Dibblee

David Dolson
 Jimmie Irene
 *Ellen Gardner
 Joan Hampton
 *Winifred Hausmann
 *Melvera Jean Hinton-Brown
 Cheryl Jordan
 *Charles Kepler
 Marguerite Lamothe
 *Joann Landreth
 Linda Martella-Whitsett, LT

*Hal Milton
 *Glenn Mosley
 *Nancy Oristaglio
 Ora Pels, LT
 *Audrey Peterson
 *Charlotte Prossen
 Yolanda Revilla, LT
 Almeda Rood
 Trudy Stemplinger, LT
 *Dolores Swinney
 Ron Wilson

UNITY Wings Across Time 2000 X 200 Participants

Celebrating

Barbara Decker, LT
 Dorothy J. Genske, LT
 *Judith Purcell
 *Leslie D. Saunders
 Kim Shawd

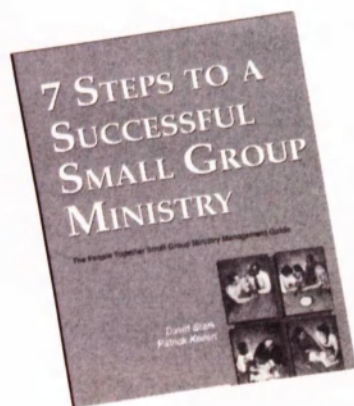
Ministering

Asociacion Unity Cristianismo Practico-Ponce, PR
 Christ Unity Church-Panama City, FL
 EnVision Ministry-Jupiter, FL
 First Church Unity-Nashville, TN
 Fox Valley Unity-Batavia, IL
 Mountain Light Unity-Evergreen, CO
 New World Unity Church-Burke, VA
 Transformative Center-Hollywood, FL
 Unity By The Bay-Coos Bay, OR
 Unity Christ Church of Bon Air-Richmond, VA
 Unity Christ Church of Truth-Mobile, AL
 Unity Church in Christ-Tallahassee, FL
 Unity Church of Beaumont-Beaumont, TX
 Unity Church of Christianity-Chesterland, OH
 Unity Church of Christianity-Tulsa, OK
 Unity Church of Fort Worth-Fort Worth, TX
 Unity Church of Martin County-Stuart, FL
 Unity Church Of Melbourne-Melbourne, FL
 Unity Church of Northeast Tarrant County-Grapevine, TX
 Unity Church of Peoria-Peoria, IL
 Unity Church of the Hills-Austin, TX
 Unity Church of Ventura County-Ventura, CA
 Unity Church Worldwide-Palm Springs, CA
 Unity Heart of Texas Retreat-Beaumont, TX
 Unity North Atlanta-Marietta, GA
 Unity of Greater Cleveland-Shaker Heights, OH
 Unity of Gulf Breeze-Gulf Breeze, FL
 Unity Renaissance-Chesapeake, VA
 Unity School of Christianity Australia-South Brisbane QLD
 Unity Temple of New Orleans-New Orleans, LA
 Unity Urban Ministerial School-Detroit, MI
 Unity Way Church-Vista, CA
 Unity-In-Marin-San Rafael, CA
 West Side Unity Church-Detroit, MI
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 *Janet Herron
 *Marie Juneau
 *Karen Kiske-Zimmerman
 *Frank Pounders
 *Margaret Pounders
 *Allen Quay
 *Alan Stanley
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What is happening with small group ministry?



by Anna Andes
Curriculum Coordinator

At the annual conference this past June nearly sixty of you attended my workshop "Creating Dynamic Small Groups." At this time nearly all indicated a strong desire for written material for training and strategic planning for small group ministry. About half of you indicated a strong need for content materials.

As a result of your response I have actively examined more additional existing training resources and have participated in some trainings as well. The materials that excite me the most are those developed by Church Innovations entitled *People Together!*

In fact, the strategic planning and training materials are so well developed that we are recommending them as the training basis for small group ministry in Unity churches. The materials are based on principles for successful interaction within groups rather than on a specific theological model.

Church Innovations training materials are based on four years of research funded by the Lilly endowment and the George H. Gallup International Institute and insight from Robert Wuthnow, author of *Sharing the Journey*.

What does the program include?

The core of the materials that would be useful to a Unity church or center are:

- A Management Guide that helps the management team implement small group ministry. (7 Steps to a Successful Small Group Ministry)
- A Leader's Guide that equips every leader to start and manage a small group. (Design and Launch a Successful Small Group)
- A Training Guide for the trainer to use to take leaders through their responsibilities and a lesson. (Step by Step Small Group Leader Training)
- Other booklets are available but not necessary for organizing the ministry and

training the leaders. There is also one manual especially for small ministries (The Small Church Group Guide).

"You are cordially invited to communicate your suggestions to me relating to small group ministry—call 816-524-7414 or e-mail cur@unity.org"

Are we developing our own materials?

These training materials are very well developed and do not provide constraints on the content used for study groups. Each church can continue to write their own materials if they wish. The Association of Unity Churches will instead place their efforts into writing content based on Unity

principles. Discussion content is already available for one six-week study. This is "The Bible: Our Story" found in *A Time of Family: Volume Two*, pages 48-75. It explores three Old Testament and three New Testament stories on how we are in relationship with ourselves, one another and God.

How can I obtain materials?

The training materials are available through the Association ordering department. For a brochure with more detail, phone or e-mail me.

How can I participate in training?

Training can be accomplished in at least two ways. Church Innovations has two ministers who travel to present training. Regions and/or subregions can invite them directly.

The Association is also planning to train some trainers from your regions.

We expect to hold a writer's conference early in 2000 with plans to have content booklets available by June 2000.



Anna Andes

Did you have the opportunity to shine in 1999? Did those 365 days offer you golden opportunities for glorious growth, or were they filled with more limitless lessons to be learned? Does this sound familiar?

As we stand on the threshold of a brand new year, and also a brand new millennium, it is the perfect time to pause, to review, and to take stock of what has come before, and what we'd like to see unfold for us in the year 2000.

For me 1999 was an open door filled with more opportunities to serve at our Association of Unity Churches as Licensed Unity Teacher Coordinator. It was a wonderful experience to continue to grow with our over 1,000 licensed Unity teachers and their recommending ministers. It was a special time to continue to work with our over 200 licensed Unity teacher candidates and ministerial candidates as they were moving through this time of their spiritual unfoldment and training.

At this time last year, I was anxiously awaiting the capping of our new leadership program. I could hardly wait to coordinate Spring Skills Demonstration Seminar (SDS) and have the first group of ten complete their requirements and become licensed as Unity teachers. Summer SDS bloomed with five more newly licensed Unity teachers certified. Presently I am gingerly preparing for and expecting a harvest of at least a dozen or more attending Fall SDS, as we end 1999 and close the door on this moment in Unity history.

Two other extremely important events that I find worthwhile to share with you were our Licensed Unity Teachers Postgraduate Week in June at which over 90 teachers and ministers shared at Unity Village a Bible filled week with the Reverends Rocco Errico and Laura Barrett Bennett.

Also I am proud to announce another history making moment and that is our Association's Board of Trustees has approved that a licensed Unity teacher may now serve on our Association's board.

Here is the policy for the qualifications of a licensed Unity teacher candidate for the Board of Trustees of the Association of Unity Churches.

1. Have been serving as an active licensed Unity teacher for a minimum of five years and have postgraduate credits up to date.
2. Have the written recommendation of his/her present minister and acknowledgment by the local board of trustees. (Note: one letter, two signatures). If there

is no minister presently active in his/her local church, a letter of recommendation by the board of trustees will suffice.

3. Be totally committed to the role and services provided by licensed Unity teachers. Supportive of both the minister and the ministry by using time, talent and

New beginnings

tithing to assist in growing the Unity ministry. A candidate for the board of trustees shall not be currently seeking ordination as a Unity minister. (i.e. enrolled in the Field Licensing Program, applying for entrance into or enrolled in either the Unity Ministerial School or the Urban Ministerial School); and will not serve as a spiritual leader of a congregation during his/her term on the board.

4. Come from a ministry that tithes regularly to the Association of Unity Churches or personally tithes to the Association.
5. Have time and financial resources to attend the regular board of trustees meetings and annual Association of Unity Churches conferences and other task force duties as assigned.
6. Shall not come from a ministry which has a minister serving on the board of the Association.

Any licensed Unity teacher who knows that he/she qualifies and feels that he/she would like to become the first licensed Unity teacher on our Association's Board of Trustees, please notify your licensed Unity teacher regional representative.

I know whoever is elected to serve in this capacity will be the right and perfect person to represent our licensed teacher program.

In closing, 1999 really was a great year! As we move forward to embrace a brand new year, as well as a new millennium, what we'll become in consciousness begins now, this very moment. Happy new you!... Happy New Year! Hello, new beginning!



Dorothy Genske

Unity Convention

June 5-10, 2000

Hilton Hawaiian Village

Aloha!

Welcome to Oahu -
The Gathering Place

Gather with Unity friends and colleagues from across the country to experience the unique diversity this island and convention have to offer. Besides inspirational & renewing keynote and workshop offerings, there are endless miles of soothing beaches. If you can stay another day or two, you can take in area museums, botanical gardens, a fantastic zoo, aquarium, extravagant shows, free entertainment, cultural classes, theaters, sporting events, historical sights, back-country trekking, camping and a cosmopolitan atmosphere - all accessible by public transportation. Let yourself be drawn to the magnetism of the island as you are drawn together in mind and spirit.

The Hilton Hawaiian Village Resort

The Tapa Tower, one of four towers in this beautiful oceanside setting, will be our home and convention center for the week. Hawaii's most contemporary and unique resort offers a paradise of lush tropical plants and flowers on 20 acres of recreational pursuits, a SuperPool surrounded by waterfalls, a private lagoon, beachfront dock with cruises available, and high-tech submarines to explore ocean wonders.

For shoppers, the Village has over 100 specialty shops including the Rainbow Bazaar and over 15 restaurants. Attendees are also invited to participate in the free activities the Village has to offer. Among these are the Penguin, Turtle, Duck, Koi, and Sacred Ibis Feedings, Snorkeling Lessons, Lei Making, Hula and Ukelele, Hawaiian Quilting and Weaving, Tai Chi and Aquacize, and evening Torch Lighting Ceremonies.

Convention Information and Registration

3 EASY WAYS TO REGISTER:

BY PHONE: 816-524-7414 ext 330 or 329

BY FAX: 816-525-4020

BY MAIL: P.O. Box 610, Lee's Summit MO
64063

PAYMENTS:

Due at or before the convention. Checks payable to The Association of Unity Churches; Visa and MasterCard accepted. Meal functions must be prepaid by June 5, 2000.

CANCELLATIONS:

Convention registration fees, less \$25, are refundable and accepted when received in writing by Monday, May 29, 2000.

REGISTRATION INCLUDES:

Keynotes & workshops, opening reception, closing banquet, one day at Polynesian Cultural Center, Dinner Luau, Entertainment.

AIRLINE RESERVATIONS:

Campbell Cruises & Tours can book flights for you individually or as a group. Please call Pam Grey at 1-800-586-SAIL, ext 1.

HOTEL RESERVATIONS:

Please call the Hilton Hawaiian Village for reservations (unless on the UMB payment plan) at 808-949-4321.

ROOM RATES PER NIGHT:

Gardenview \$166 Oceanview \$196

MAUI POST-TRIP

Contact Bonnie Yurkanin at 808-242-9327; fax # 808-244-5015;
E-mail unity@maui.net. Must reserve by Nov 30.

TIBET & NEPAL POST-TRIP

Contact Bob Wasner toll-free at 877-539-6301; e-mail wuc@aloha.net.

OFF-SITE FEES

Because hotels require a minimum of room reservations without a hefty surcharge for meeting rooms, we ask those not from the area who stay off site, to help offset the costs incurred.

Please fill in steps 1-3 below, photocopy and return to the Association of Unity Churches.

1. YES! Please register me for the Unity Convention June 5-10, 2000

Attendee Name _____

Address _____

City _____

State _____

Zip Code _____

Phone # _____

Church Name _____

Age of Child 18 & Under _____

2. FEES: Please circle all that apply:

Adult registration at hotel	\$400
Adult registration outside hotel	\$600
Children registration (ages 5-12)	\$140
Infant registration (to 4 years)	\$130
Spiritual Renewal Retreat	\$60
Opening Reception (if not registering)	\$35
Associate Ministers Breakfast June 6	\$22
1st Year Out Breakfast-June 6	\$22
Women Ministers Dinner-June 6	\$38
Partners in Ministry Breakfast June 7	\$22
Ordinands by Exception, FLP Breakfast June 7	\$22
Licensed Teacher Breakfast-June 7	\$22
2nd Year Out Breakfast-June 8	\$22
Alternative Ministries Breakfast June 8	\$22
Polynesian Cultural Center (if not registered)	\$74
Expansion Breakfast-June 9	\$22
Church Growth Lunch-June 9	\$30
Closing Banquet (if not registered)	\$45

Please circle if vegetarian _____

3. METHOD OF PAYMENT

Total due from box 2 \$ _____

Check # _____, payable to the Association of Unity Churches is enclosed.

Charge to: VISA _____ Mastercard _____

Card # _____ Exp. date: _____

Name on card: _____



Love Notes Song & Artist Profile Program #18



Be Transformed

©by Debbie Campbell-Floren

This touching song is about the renewing of mind, body and heart through the light, life and love of Christ. Beautiful lyrics and melody make it appropriate for many occasions.

Love Can Take Me Now

©by Rob Moitoza

A sweet song with a powerful message of forgiveness. This music is perfect for a Burning Bowl service, Good Friday or any Sunday talk on love and forgiveness. The tender melody and the simple accompaniment make it accessible to most soloists.

Go for Heaven

©by Deanna Cleo

This upbeat gospel song reminds us to live our dreams.

Message to Corinth

©by Noah Karrasch

This scriptural song has a gentle calypso beat, a singable melody for medium voices and an easy harmony part. Great for casual weddings, Valentine's Day services and services where love is the theme.

One of a Kind

©by Nancy Abercrombie

A beautiful gospel song in a medium vocal range affirming our ability to achieve any goal. "If you can believe it, you can achieve it, anything you want to do!" This song is great for a call to worship, graduation service, or any service about following your dream.

Born for Greatness

©by Jana Stanfield

This upbeat song recognizes the inherent greatness within all people. With simple affirmations and an easy melody, this song works well as an opening or closing for any church service.

CONTACT STAFF: Editor-in-Chief - Glenn Mosley; Supervising Editor - Joann Landreth; Managing Editor - Cheryl Vestal.
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Deadlines: 1st of the month, two months prior to issue date.

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TABLE OF CONTENTS

After 2000 years	2
Ch ch— what's missing?	4
Church Management Services for 2000	7
Convention 2000	14
A living history book	8
Love Notes	16
New Beginnings	13
Relationships: Tried, True & Trusting	3
Serving your needs	6
Small Group Ministry	12
Unity Hymnal	10
Wings Across Time	11

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