

The **Bulletin**



of the Worldwide Church of God and Ambassador College

VOLUME 2, NUMBER 6

PAGES 243-294

JULY 3, 1974

News Briefs

Highlights of news from division reports in this issue

ACADEMIC

Curriculum presented in summary form during the ministerial conference was implemented despite heavy budget cuts. Most of the work for regional accreditation is behind us now and chances for obtaining it are extremely high. Several personnel shifts are also discussed. At Big Sandy, summer school is in full swing, new faculty members have been hired, and a new work-scholarship program is due to begin this fall.

BRICKET WOOD

The Birmingham campaign is now history and good results are being produced from this pilot program. Mr. Hunting devotes most of his report to news about the campaign and discusses the potential for the Work in England through personal appearances.

CHURCH ADMINISTRATION

A rather lengthy report this time relates much vital information to the field ministry. Among points covered are communication between HQ and the field, introducing the WN to new PMs, clarification on the number of new PMs not yet visited, recently approved Church Administration structure (including organizational charts and an area map) and a heart-to-heart talk about ministers' feelings toward their jobs. All this is followed by a report from Arthur Mocarow covering the new Ministerial Education and Training Program now being developed.

FINANCIAL AFFAIRS

The current final condition of the Work is discussed, with an explanation of the impact recent cuts will have in reducing the overall budget. Covered also is the possibility of selling the press, plus other alternatives to meeting our printing needs — all of which are being studied thoroughly by special task forces.

INTERNATIONAL DIVISION

Mr. McCullough reports on the results of his very first campaign held recently in Montreal, Canada. An all-time high number of requests to attend a follow-up Bible study was received by an elated Colin Adair after Mr. Armstrong's campaign in Manila. Featured is an interesting report on progress and plans in the Spanish Work.

MARKETING AND SUBSCRIBER SERVICES

The concept of direct mail and its use in the Work of God is the special feature this time. A selection of letter comments regarding the cancellation of our programs in certain areas is included.

MEDIA

Our new thrust to put the radio program into more markets is rapidly gaining speed. Mr. Smith has very good news regarding plans for more radio and TV, especially in areas lacking good coverage or having no coverage at all.

PERSONAL APPEARANCES

Recent meetings in Bricket Wood are helping to lay the right foundation for personal appearances abroad, says Mr. Sherwin McMichael. Other pertinent facts and figures about recent campaigns in the U. S. and overseas are also highlighted.

Marketing & Subscriber Services

DIRECT MAIL

Direct Mail is the personal advertising medium, says David Jon Hill. The term Direct Mail is a modernized name for the same type of advertising Mr. Herbert W. Armstrong used in founding this Work. His member and co-worker letters were the very first Direct Mail used in God's Work.

Direct Mail is one of the big three in the advertising field. Nearly every business and organization uses Direct Mail advertising as it is the least expensive yet very effective.

A mailing package usually consists of a letter, carrier, and response envelope. When it reaches the reader, it has his complete attention without any distracting elements (unlike the advertisements on radio and TV encounter). It has less competition for attention than any of the other advertising media.

Our Direct Mail is very personal. Each mailing piece is read in the home and contains an offer which will be of specific interest to the reader. Since we stress the confidentiality extended to our subscribers, our mailing program has enjoyed an exceptionally fine response. Direct Mail is one of our best public relations tools. We constantly show our readers that our relationship with them is based on our belief in the way of giving and sharing as opposed to the world's way of getting. No wonder our mailings are so well received!

The measure of a successful mailing is determined by the number of people who respond. To insure that our mail response will be the best possible, we add another key to a successful mailing — selectivity. The right offer to the right person at the right time. It is only because of our computer capacity that we have been able to draw on the common denominators certain groups of our subscribers have. Therefore, we avoid the shotgun approach and tailor our offers according to individual interests and level of involvement. Direct Mail is a living link between the Work and millions of readers scattered across the nation.

To the new subscriber, Direct Mail extends the hand of friendship. Through offers of basic literature, Direct Mail is able to acquaint our newer readers with what Ambassador College stands for and is striving to accomplish. When those same people make a donation to God's Work, Direct Mail says, "Thank you, we appreciate your help." Direct Mail welcomes continuing donors into our inner family of co-workers. Later, we invite select readers to attend

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local campaigns and the subsequent Bible studies. Others are offered our Correspondence Course and encouraged to use our toll free WATS line in making literature or church visit requests. We are able to stimulate our readers to become listeners and viewers of the radio and television programs in their local areas. And when it's time to remind our subscribers to renew their *Plain Truth* or *Good News*, Direct Mail asks for a moment of their time and makes it easy to continue their magazine without missing a single issue. Direct Mail is personal — direct from us to them; always courteous, dedicated to serving our readers.

All of this and these mailings more than pay for themselves, not only financially but by bringing happiness to thousands who look to God's Work as a source of inspiration and hope for the future.

— John H. Wilson

LETTER COMMENTS

At present many letters and WATS calls are being received because of the recent summer cancellations. Several of these are included this time, along with a few other interesting letters.

From a Recently Cancelled Radio Station

"We have received a cancellation notice from World-wide Advertising, Inc., for your fine pro-

(Continued on page 261)

WORLDWIDE CHURCH OF GOD

WORLD HEADQUARTERS
PASADENA, CALIFORNIA

HERBERT W. ARMSTRONG
PRESIDENT and PASTOR

July 1, 1974

OFFICE OF
GARNER TED ARMSTRONG
Vice President

To all ministers and key supervisory personnel:

GREETINGS in Jesus' name!

Hope you have all had time to thoroughly digest the last Bulletin -- especially the latest information concerning budget cuts!

As the days have progressed, many alterations, new ideas and different avenues for budget savings have become clear. Let me try to bring you up-to-date, as near as I can.

1) I want to REITERATE: there will be NO arbitrary cuts in ministerial salaries, expense accounts, homes, insurance, etc., etc. Under NO CIRCUMSTANCES do any of us here feel the CAD budget can be cut; we most urgently hope and pray it can be greatly expanded in the months and years ahead, as God continues to add additional THOUSANDS of converted brethren and provide "fields white with harvest." HE will see to it MORE LABORERS are produced through the two American colleges and our concentrated ministerial training program in Bricket Wood. I sincerely(!) appreciate the fine job our field ministry is doing. I want to strongly encourage all of you to really DIG IN to your jobs, as I believe you are going to see THROUGHOUT the Work, and greatly STRENGTHEN and ENCOURAGE your congregations! I am VERY much inspired by the positive progress we are making in the abandoning of outdated policies (like no local elders visiting prospectives) and our programs for training more and more strong, faithful, loyal and biblically-skilled local elders not in our direct employ.

2) We have completely reorganized the editorial department, including far-reaching personnel cuts, revitalizing the entire structure of the departments concerned with our publications. Significant savings, plus a stronger impact, will be the result.

Articles from our top writers at HQ and editors around the world will be used -- and acceptable articles from any of you will also be considered. Such a plan requires the utmost cooperation by everyone. Changes will undoubtedly continue to be made, and we are extremely confident and grateful that our literature will be published with greater power and impact on more people than ever before.

Since Mr. Wayne Cole is now full-time in CAD, Mr. Art Ferdig, Managing Editor of the Plain Truth, and Mr. Brian Knowles, Managing Editor of the Good News and Booklets, will report directly to me concerning their publications, and we all expect this more direct involvement in our magazines will result in a stronger editorial policy than ever before.

Dr. Hoeh is still heavily involved with the Plain Truth, continuing his astute editing, rewriting and invaluable counsel -- but his involvement on our doctrinal team will absorb an increasing proportion of his time. His input in any area is extremely valuable -- and, presently, more of his time is needed in doctrinal and historical research.

3) Imperial Schools are closed. Many teachers are seeking professional help in compiling resumes, in testing and in job placement. I want to ask again, as I did in the "Personal" in the WN, that if any of you have any members -- teachers or retired teachers -- who are knowledgeable concerning the teaching profession in your areas, PLEASE write immediately and let us know! Men such as Mr. Paul Smith (19 years service), Cecil Reece (17 years), Charles Black (13 years) and MANY OTHERS who have loyally taught in Imperial for LONG periods of time still have sizable families to support. They would be deeply appreciative if they could receive information of tangible job openings.

Incidentally, we have found the local school boards in both areas to be VERY cooperative -- perfectly willing to make any allowances whatever in terms of the Sabbath, the Holy Days, etc. One Pasadena school board member even suggested they might want to LEASE the entire Imperial plant, staff it mostly with their own teachers, retaining SOME of ours, and operate it as a "fundamental school," with our own children continuing right where they are. I do not know, as I type this, whether other board members will go along with the suggestion.

4) We sold the King Air two days ago. Our Texas campus, having to take a five percent cut (but earlier cuts, plus having had to use up the small reserves which had been carefully accumulated over years previously, resulted in this amounting to closer to a 20 percent cut), will be able to squeak by for the remainder of this fiscal year, AND, if it is necessary, they may be able to find a used twin which can be operated MUCH more cheaply and still get the job done.

5) Our Flight Operations Department has been totally obliterated, with two of the G-II pilots laid off, two pilots in Texas laid off, the department manager laid off, and with options remaining open for whatever moves may be dictated in the coming months concerning sale of either the G-II, Falcon, or both.

6) Commitments to some overseas projects will be curtailed, some of which were coming directly out of the Pasadena academic budget, which means budget cuts for Pasadena academic will not

be so deep as earlier assumed.

Incidentally, Dr. Germano informs me that Dr. Pullias, an expert counselor on accreditation, feels we are virtually assured accreditation in the future (nine out of ten chances, is what he said). If and when accreditation comes, we can find ways and means to make Ambassador College in Pasadena a little more self-supporting; find methods for helping students finance their educations; hopefully obtain scholarship funds, grants, loans, VA approval, etc.

I might mention that the number of applicants to Ambassador College has really taken off in the past few weeks! And these are really top-quality students! So -- a sincere and heartfelt THANKS to you fellows for responding so well to the Conference and to my request in the Bulletin. The entire faculty certainly expresses their sincere appreciation for the fine job you are doing in telling our young people about AC.

Following a long meeting with Dr. Germano yesterday, I am very pleased with the solidarity and depth of our faculty and curriculum. For example, theology courses will be taught by David Jon Hill, David Antion, Gunar Freibergs, Keith Crouch, George Geis, Greg Albrecht, Lester Grabbe, and Les Stocker.

7) Mr. Hunting announced the cutback in Bricket Wood. All students are being notified they will be automatically accepted in whichever of the American campuses they can attend (we still cannot, as yet, accept foreign students at Big Sandy). There IS SPACE on both campuses for all of them. While the cutback is traumatic, Mr. Hunting said there is renewed ZEL and DETERMINATION among all there to get on with the WORK which must be done! The WORK in Britain is going to boom ahead as never before!

8) Mr. Armstrong approved a suggestion to send out a letter to the entire regular Plain Truth list allowing all who wished to PURCHASE "GIFT SUBSCRIPTIONS" for others to do so, without affecting their subscription one way or another. (It will not be sent to members, co-workers or donors.) We're enclosing a copy for you. Who knows, maybe even some of the MINISTRY may wish to buy a subscription for at least one or two people each year -- even pennies might make the difference! We all feel this is going to significantly stimulate income.

9) The latest co-worker letter is going out; you'll receive it possibly before the Bulletin.

10) I will be sending out a strong member letter, expounding and explaining many of these same points, so the brethren understand all the current changes.

11) WE ARE PRESENTLY SEEKING TIME ON ABOUT THIRTY NEW RADIO STATIONS AND OVER FORTY NEW TELEVISION STATIONS! Most of the

radio stations will be in cities where we already have churches. MOST of the TV stations will be in cities of LOW PT penetration, thus placing the main thrust of the Work in the areas LEAST reached, but insuring MORE BRETHREN have an opportunity to either see the telecast (in MANY more cases than before), or at least hear the radio program, which is now LIVE, daily!

12) I am going to begin personally visiting some of our most important radio and TV stations, stopping in to preach in more of our local churches (am planning to be in Minneapolis the Sabbath after you read this), and I have asked Mr. Smith and Henry Cornwall to insure I am directly involved in each potential new "buy" or cancellation. I am HITTING HARD, now, the world economic mess, inflation, prophecy, personal finances, etc.

13) I am NOT, now, going to see President Sadat of Egypt, but I MAY (am not sure, as I write) manage to take a quick trip (not more than ten days or so) to Europe for some interviews Ray Kosanke or others might suggest; for ON-THE-SPOT radio programs; and, as a new suggestion offered to me yesterday, for personal chats about conditions, places, happenings, and the progress of the trip itself, to be placed on tapes and sent out to all churches!

14) Regarding a comment I made on the tape you heard, it IS NOT TRUE that "forty or fifty" people AT HQ were "not tithing." What was meant was that of ALL THOSE who had ever attended AC, or who had ever been employed, about that number had not been tithing; and some of those were already disfellowshipped, in some cases at their own request. Please help me correct false information and misunderstanding which I, too, misunderstood! A TINY FEW at HQ may have been "dragging their feet" or holding back. God can take care of that. But the VAST MAJORITY here are dedicated, loyal, and hard-working. HEADQUARTERS CONSISTENTLY gives MORE on a per capita basis than any other area, with the exceptions of Alaska and Hawaii. I think it is important our brethren all around the world DO NOT feel, falsely, that people at Headquarters generally are "turned off," or not doing their part. Even in the face of widespread layoffs and budget cuts, the SPIRIT and ATTITUDE is ONE OF SACRIFICE, COOPERATION, AND DEEP SPIRITUAL DEDICATION TO A GREAT CALLING AND COMMISSION! I have been receiving personal notes from men who work here, and some who have been laid off, and that IS the attitude in MOST ALL cases!

15) WE CAN, if we deem it proper after a thorough financial and production analysis, sell the press, lock, stock, and ink! We may NOT do so, just yet! But we have EIGHT firm statements of interest in buying the press; we are conducting a professional study into all aspects of the press, including how much of a facility we should retain, whether to sell all of it, or part of it, lease all of it, or part of it, etc., etc. We will give you the latest information when we have it ourselves. IT COULD MEAN placing MILLIONS of dollars directly back into the Work, and STILL sending out magazines monthly, perhaps with even less of a "lag time" between writing and publishing -- more necessary than ever in our

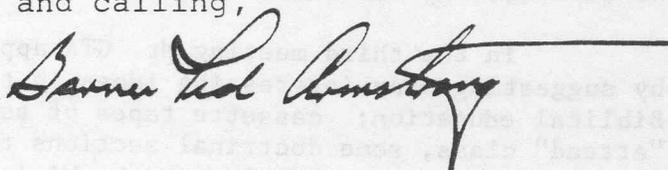
rapidly-changing world.

16) Fellows, it occurred to me that you should all make it a HABIT (and ask all assistants and local elders to do the same) TO TAKE ALONG A COPY OF THE WORLDWIDE NEWS on visits to prospectives; show it to them and tell them this is NEWS OF THE CHURCH AND THE WORK! Explain it has a subscription price; that the vast majority of the Church takes it; that you would be glad to arrange for them to BORROW some member's copy if they can't (or don't want to) afford one. Don't make a sales pitch -- but explain it would be the very BEST way for them to find out, on a twice-a-month basis, "just what this is all about"! Knowing they have probably already read the magazines, listened to the radio and TV programs, read some booklets, and maybe even have been taking the correspondence course, this introduction to the Church newspaper would go very far, I feel, toward making them really feel "at home" with the whole concept of the Church and Church attendance. I hope you will agree; I feel it's an idea of some merit and hope you'll all cooperate and make it a special point to not forget to DO that when you visit. THANKS, fellows, for helping in every way to stimulate, inspire, and ENCOURAGE these new ones God is adding!

That's about it. I'm typing this all myself today -- I usually dictate the majority of Bulletin letters -- and have to rush in to do my second radio program for the day (it's now after 3:00 P.M. and my first one was on at noon, live), and I'm getting a little tired!

Incidentally, the MOST IMPORTANT THING WE CAN ALL DO FOR THE WORK right now is -- you guessed it! -- PRAY!

Your brother in Christ's service
and calling,



P.S. I have just heard that Mr. Armstrong had an extremely warm and friendly meeting with King Hussein of Jordan and the leading members of government, business and education in his country -- one of the best first meetings my father has ever had. Mr. Armstrong is presently in Israel -- we've been keeping in touch by telex and telephone regarding all these recent decisions -- and he will be back by next weekend.

DOCTRINAL UPDATE

We have held two special meetings and a third session with Mr. Garner Ted Armstrong. The first meeting with Messrs. Cole, Hoeh and Dorothy plus the three Area Coordinators (Messrs. McNair, Pyle and Flatt) discussed marriage and divorce questions from the field. A number of borderline cases were solved and guidelines for publications were resolved. Case studies will be communicated to the field ministry as soon as possible, and Mr. Herbert W. Armstrong's new marriage ceremony will be printed this summer.

The second meeting, held today, July 1, was a much larger one involving Mr. Cole's team, plus Mr. Antion, the Working Staff (steering committee consisting of Robert L. Kuhn, Ben Chapman, Brian Knowles and myself) and several "reps" from the Theological Research Project. We interfaced the different areas, updated each other on current progress and discussed some critical doctrinal needs. We dead-lined some preliminary research for this summer, made further refinements regarding specific assignments, set a Plenary Session schedule, etc.

Possibly in the flurry of criticism from within and without we have lost sight of two very important facts: Mr. G. T. Armstrong has asked for a doctrinal team or department or effort of some kind for many years. Nearly a year has gone by since he assigned me to organize a "Theological Project" which would lead to the categorizing and rigorously setting forth of what we believe in all areas of doctrine. The first preliminary plan toward this objective outlined a ten-year program of doctrinal compilation, synthesis, and publication leading to a complete, formal statement of church beliefs, exegetical handbooks and possibly a Biblical Commentary.

Fellows, we are still moving toward that goal! Our goal is still to clarify and purify what we believe. Our goal is not that of reacting to criticism (be it constructive or destructive) -- though we do in fact respond for the sake of truth -- nor that of trying to seize the initiative from our detractors. We have already had the initiative as of some years ago, and we plan to keep it!

In the third meeting Mr. GTA approved this approach and improved upon it by suggesting many interesting ideas in the area of furthering our program of Biblical education: cassette tapes of some classes to be made so you men can "attend" class, some doctrinal sections to be emphasized in the GN (perhaps in CC style), forthcoming articles in the Ministerial Bulletin, etc.

Mr. Armstrong also approved two Plenary Sessions -- the first to be held in late July on healing, the second in early August on tithing. Hasty Lumbago, amigos.

--C.V. Dorothy

HEALING INPUT

In approximately three weeks the first plenary session on the subject of healing will be held here in Pasadena. Therefore, we would like any additional input you may have on any aspect of this subject prior to this meeting. Please send your papers to task force co-chairman David Antion or Paul Flatt within the next two weeks. Thanks for your help.

Financial Affairs

Since my last report, many things have happened in the financial area! As I mentioned then, we had decided upon a 30-day period to wait and see what would happen to the income following the Pentecost offering. Since there was no dramatic upturn — not only in the HDO, but overall — we found it necessary to make some internal adjustments to the budget in order to be able to finish the end of the year balanced. Accordingly, after consultation with Mr. Ted Armstrong and the division heads, including Mr. Dart and Mr. Hunting, many far-reaching decisions were made and approved by Mr. Herbert Armstrong, which you can read about in Mr. Ted Armstrong's letter in this Bulletin.

At the present time, our income still only reflects a 2.6% increase on the year to date, with a 2.2% increase in contributions year to date. A balanced budget right now is predicated on a 4% growth in income for the year, and unless the income does begin to go up appreciably, we may be facing another reverse cash-flow situation in July or August. Despite the cutbacks that have been made and implemented, the effects may not be felt for several months because of such things as severance pay and winding-down costs. Without a balancing increase in income, we may even have to take a step backward temporarily before making a gain and stepping into a balanced situation.

As you know, we are instituting a fiscal year budget beginning July 1, and, at present, taking into account the reductions and with a 4% increase in income, our budget should be balanced by June 30, 1975. However, once again, this will be determined by the increase in income. Hopefully, with the new approach to the PT and more powerful radio programs reaching a substantially broader audience, there should be some consequent effect on our income picture. We will be watching it very closely, naturally, and will make those decisions that will keep us in good financial health.

You all know by now, I am sure, that we are looking into selling the Press here in Pasadena. The present plan that is being investigated is to sell the complete plant, as it stands, but lease the building rather than selling it outright. The chances are very good that any new owner of the plant would also want to pick up many of our employees since printing plants are somewhat difficult to staff. We will, of course, first make arrangements to fully satisfy our own in-house needs and will probably have to install a small

high-speed one- or two-color press to do that work which is needed in a hurry — such things as the Bulletin, co-worker letters, member letters, etc. The *Plain Truth* and *Good News* can be contracted for monthly printing, while our booklets can be printed locally using possibly two or three different printing houses with bidding on a competitive basis. So far, we have received much encouragement to go ahead and sell, but the final decision will have to be made by Mr. Armstrong when he has more information. We are working with a number of consultants as to the best way to sell (if it is decided we should) and also alternatives to installing a press more suited for our immediate day-to-day needs.

We are also looking into the possibility of maintaining our own capabilities for typesetting so that we will be able to typeset our own pages for the magazines and contract out only the printing. This will give us maximum flexibility for preparing copy and the quickest turn-around time in getting finished magazines into the mail. This means that the content can be much more timely and pertinent. A couple of task force groups are presently working on all these various aspects, and you will be hearing in the next week or so as to what course of action we will be taking.

I personally feel that the trend toward slimming down our activities (by buying outside services) and doing only those things that are specifically Work-oriented is good and will give us maximum flexibility.

The budget reductions that you have been hearing about will not completely solve the current

BULLETIN CIRCULATION POLICY

We would like to confirm the fact that *it is policy* for all deacons to *receive* each issue of the Bulletin. Unfortunately, production and mailing costs would more than double should all deacons actually be sent copies. Mr. Ted Armstrong therefore decided that the Bulletin should be *made available* to all deacons to read after it is read by the ministers in their areas. We suggest that each pastor decide on a system for circulating the Bulletin among all of his deacons as soon as he and his ordained assistants are finished with their copies.

— Managing Editor

financial problem, however. As I mentioned earlier, unless our income rises, we will continue to have cash-flow problems throughout the year. These problems have, of course, been somewhat alleviated by virtue of reducing our operating costs in non-income generating areas. However, the sale of assets, which in this case includes real estate, fine arts, equipment, etc., is only a one-time savings, and our problems will only be solved when a steady outgo is offset by a slightly greater steady income. In common with every other organization, inflation is taking its toll. Unless income keeps apace with inflation, we will slowly, but surely, lose ground. All we can do to somewhat counteract this situation is to remain as flexible as possible and have total control over our expenditures.

To this end, a reduction that was made to all operations, which was not mentioned by Mr. Armstrong, was a 5% cut in the expenditure budget. This affects all activities across the board, but, of course, cannot be taken from expenditures that are fixed — such as debt service, utilities, taxes, etc. And since we did not reduce the amount of money spent for time buying, which totals somewhere in the region of \$4 million, we have a fairly small base from which to save our 5%. In some cases, some divisions had to take a 20% reduction since savings have to be made between now and the end of the calendar year. Because of the tremendous cooperation of all the division heads, we have *almost* reached that target of a 5% reduction, and this one factor did go a long way toward bringing the overall budget more into balance.

Please be assured that we are looking into every conceivable nook and cranny of the organization and reducing those areas which are not part of our primary thrust, while trying to stimulate more activity in our front-line Media and Publishing activities. We will continue to do this and will always try to put front-line activities at the bottom of the list when it comes to cutbacks. Front-line activity, of course, includes the Field Ministry, and, hopefully, we will not have to “prune back” the number of laborers God has called into the harvest.

All of us in the Finance Division have seen that there is a tremendous cooperative spirit at work and that we are really clicking together as a team to get the job done. We do not feel that you are “out there” and we are “back here.” Rather, we feel like we are all working together to fulfill the greatest commission any group of people has ever been called to! Thank you all for your prayers and the prayers of God’s people!

— Frank Brown

Church Administration

Hello again.

Thanks very much to you fellows who have either written us or called on the phone expressing your appreciation for the Bulletin. Quite a number have said they eagerly anticipate receiving the Bulletin and sincerely respect it as a vital tool of communication.

On the matter of communications, I would like to make a few comments. Some *few* vibes have reached us that since the conference things have tended to settle back to some of the same old problems of hearing “announcements” or news by grapevine, not getting the news fast enough, etc. Fellows, perhaps this is partly true, but we all here at H.Q. are very conscious of the need to get info to you. The Bulletin is much more vital, topical, newsy and timely than ever. Mr. Ted Armstrong recently sent a tape giving highly important announcements. In addition to all of this, every one of you has the option of picking up the telephone and calling Pasadena at any time you feel the need to clarify a point, get “the latest word,” etc.

In addition to what is already happening, there are other programs we intend to implement to yet improve on all this. Mr. Ted Armstrong has asked us to study ways and to recommend a system of using cassette tapes to communicate more information, provide training material, classroom lectures, sermon suggestions and outlines, plus other instructive and informative help.

We intend to get our CAD team organized so that regular personal correspondence can be maintained as required. Also, we are working on an *organized* program of conducting regular visits by ministers from both Pasadena and Big Sandy to churches across the country, thus providing enjoyable and profitable personal and social contact.

We will soon be having in-depth discussions to organize a planned program of ministerial conferences, both smaller ones within geographic areas, as well as major annual conferences.

During the past few days meetings have been conducted to better organize for improved effectiveness in biblical and doctrinal research. In this area serious thought for involving all of you one way or the other will be given. Some subjects

especially need your input and you should know the schedule for discussing them so you can provide study papers if you wish. In some areas you should be able to critique papers before general distribution.

Fellow ministers, I'm not making a lot of brash promises — like a politician's campaign platform made of planks which seem to disintegrate with "dry rot" soon after election — but I am trying to say that there are many ideas and programs underway. To do these things takes time. I would like to ask all of you to be patient and understanding, as well as to continue to be helpful in sending your suggestions and "constructive criticisms."

Just one more point on this particular subject. I have been on the side you "guys" are on. That is, "in the field," away from Headquarters. Eleven years in Australia was quite a while a *long way* from Pasadena — not to mention seven years in the U. S. "field" before that. I know what it's like to not always be in the "thick of things." To hear announcements from someone who just had an international telephone call from a student at Bricket Wood to "Mum" (to you "Yankees" that means mom) in Toongabbie or Murwillumbah giving the very latest word from Mr. Herbert Armstrong who just minutes before finished a college forum. (This is not a criticism of anyone particularly.)

The fact of it is no matter what we do, the grapevine's going to beat us a good share of the time. So, just don't let it bug you. When you hear something too incredible that bothers you, go ahead and try to check it out by getting as close to the source as possible.

We are seriously trying to communicate effectively with you ministers through official channels. Some ideas have been suggested — such as a weekly one-page-news-brief-circular which you'd get in time for the announcement portion of the Sabbath service. But fellows, frankly I think this would become repetitive, competing with the Bulletin and would lend itself to becoming a gossip-sheet or something worse plus the fact it would add to our production and mailing costs.

What we intend to do is keep the Bulletin the official, up-to-date, accurate and regular communications vehicle to the ministry around the world. *The Worldwide News* is a *very* effective means of communication to the membership, giving interesting, personal, inside-news about people places and events, encouragement, etc. The efforts of John Robinson and his staff should be deeply appreciated. This leads us to the next subject.

The Worldwide News

In your visiting with Prospective Members we would like you to really bear down on promoting the *Worldwide News!* Please, before any hasty conclusions are drawn, let me explain the reasons.

For the past several months Mr. Ted Armstrong has wanted more "involvement" type articles in the Plain Truth. Without coming-on directly and asking people to "join us," "put your money here," and other similar "come-ons," we do want people to get involved in a concern for the problems of humanity, the purpose of life, the "crusade for sanity" (an expression originally used by Rod Meredith, I believe) and be motivated to sincerely want to assist in this Work which indeed is like a "voice of hope and good news" in a dense, dark wilderness of tenseness, uncertainty, futility and the symptoms of gloom which pervade mankind today.

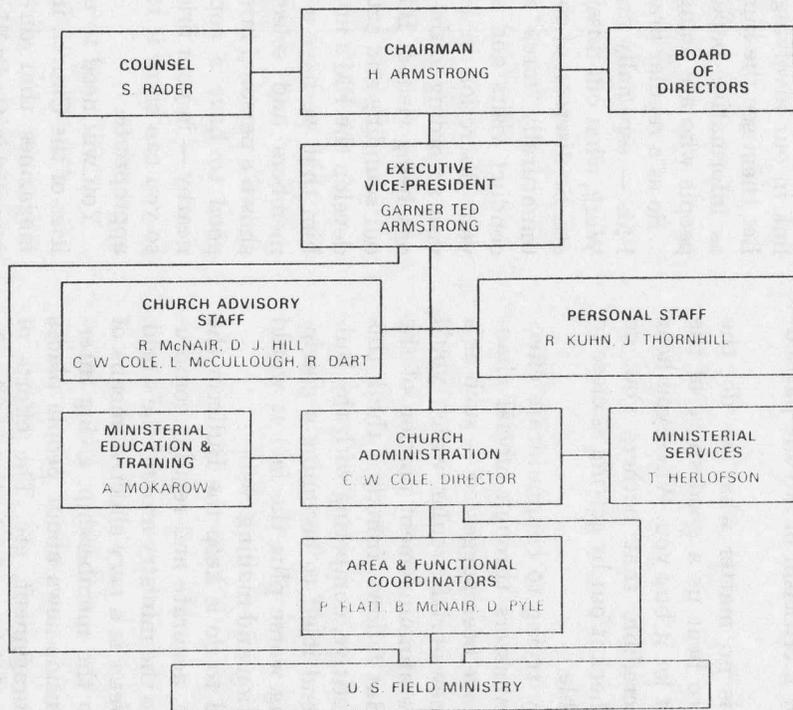
Perhaps we have not been able to produce enough of just the right kind of articles to stimulate people to link arms with the one major, worldwide work reaching out to humanity with the good news of a happy world tomorrow. This, of course, is an area for the editorial staffs and writers to work out.

But the *Worldwide News* can serve as a vital link in our involving non-members in this Work. Let them see the human, personal, newsy, as well as informative paper about the Work and the people who are doing it.

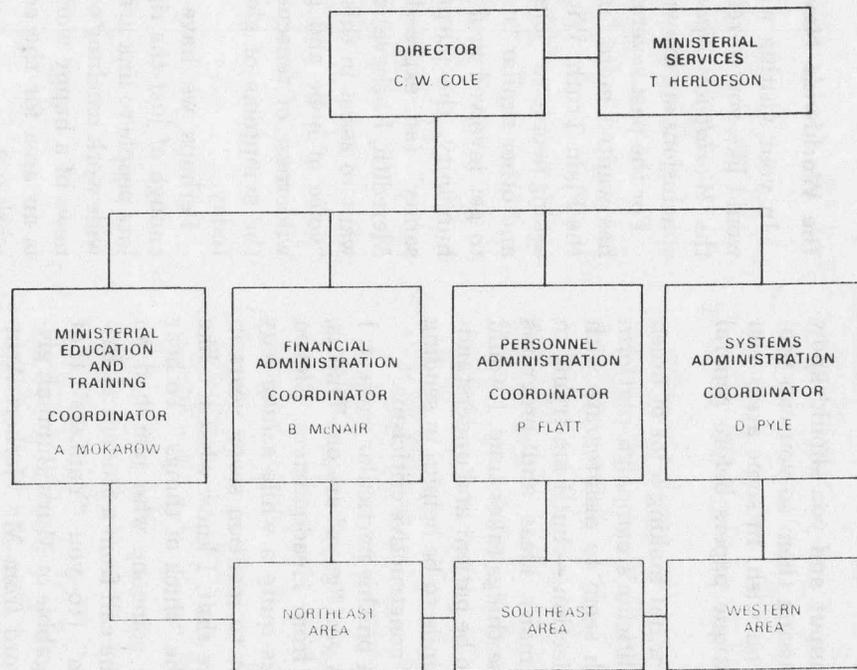
So as a regular practice in your discussions with PMs — especially first contacts — talk about the Work, what our mission really is, world conditions, etc. Be discreet, of course. Play it by ear and don't unnaturally "force" a situation. You know how to conduct visits and so you should obviously use your discretion in leading the discussion in any visit according to the attitudes and interests of the one being visited. But wherever possible — without sounding and acting like a salesman — as you develop the PM's interest in the Work, explain to him that we have a newspaper especially for the members and selectively to others who have shown a personal interest in the Work. It would be good to have a copy of *The Worldwide News* nearby — in your briefcase or perhaps in the car — so you can show it to the person or persons when appropriate.

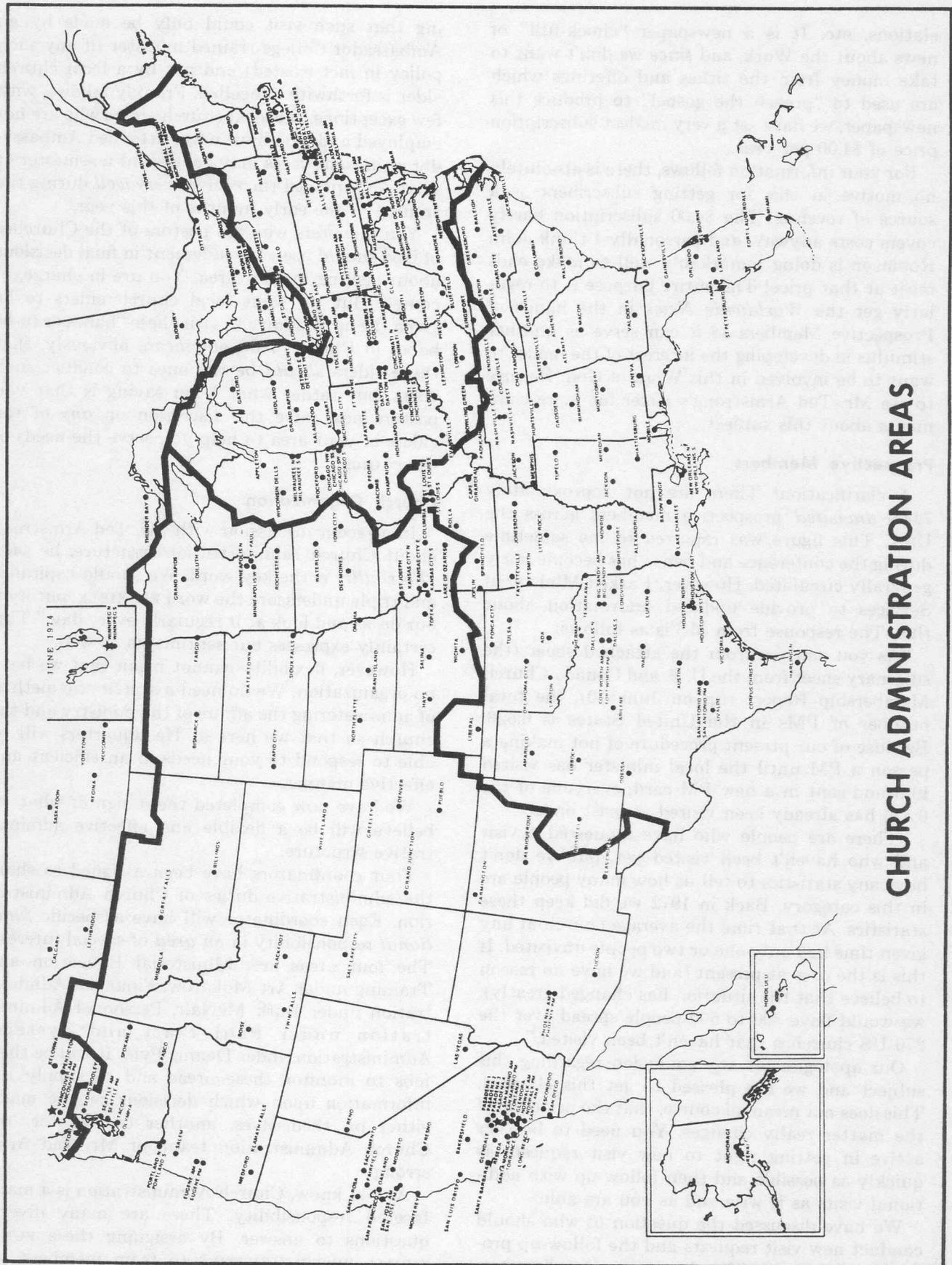
You will need to explain the practices and policies of the Church in not selling the booklets and magazines that directly teach the way of life revealed in God's Word, but that this newspaper is not a publication teaching doctrine, prophetic rev-

WORLDWIDE CHURCH OF GOD
UNITED STATES ORGANIZATION



CHURCH ADMINISTRATION
ORGANIZATION





CHURCH ADMINISTRATION AREAS

elations, etc. It is a newspaper "chock-full" of news about the Work, and since we don't want to take money from the tithes and offerings which are used to "preach the gospel" to produce this newspaper, we have set a very modest subscription price of \$4.00 per year.

For your information fellows, there is absolutely no motive in this for getting subscribers as a source of revenue. The \$4.00 subscription barely covers costs anyway, and personally I think John Robinson is doing remarkably well to make ends meet at that price! The entire purpose is to regularly get the *Worldwide News* in the hands of Prospective Members so it can serve as another stimulus in developing the interest of the reader to want to be involved in this Work of God. Be sure to see Mr. Ted Armstrong's letter for more comments about this subject.

Prospective Members

A clarification! There are not approximately 7,000 *unvisited* prospective members across the USA. This figure was reported to me sometime during the conference and hence has become fairly generally circulated. However, I asked Ministerial Services to provide updated information about this. The response from MS is as follows:

"As you can see from the attached sheet (the summary sheet from the U. S. and Canada Church Membership Report run on June 10), the total number of PMs in the United States is 6,526. Because of our present procedure of not making a person a PM until the local minister has visited him and sent in a new PM card, everyone of the 6,526 has already been visited at least once.

"There are people who have requested a visit and who haven't been visited yet, but we don't have any statistics to tell us how many people are in this category. Back in 1972 we did keep these statistics. At that time the average church at any given time had only one or two people unvisited. If this is the case at present (and we have no reason to believe that the situation has changed greatly), we would have 300 to 500 people spread over the 276 US churches that haven't been visited."

Our apologies for any confusion regarding this subject and we are pleased to get this clarified. This does not mean, of course, that the principle of the matter really changes. You need to be *very* active in getting right to new visit requests as quickly as possible and then follow up with additional visits as is wise and as you are able.

We have discussed the question of who should conduct new visit requests and the follow-up prospective members visits. Any previous policy stat-

ing that such visit could only be made by an Ambassador College trained minister (if any such policy in fact existed) and not by a local church elder is forthwith cancelled. Frankly fellows, with few exceptions, the local church elders who are not employed and who have never attended Ambassador or in some cases may have spent a semester or so at A.C., proved themselves *very well* during the trauma of the early months of this year.

You ministers who are pastors of the Churches of God should use your judgment in final decisions about visiting in your area. You are in charge, of course. But we want local church elders to be given the opportunity to visit these "babes or to-be babes in Christ." I do not mean, obviously, that these elders *should* be the ones to conduct such visits, but rather what I am saying is that you pastors now have the discretion on *any* of the elders in your area to help you serve the needs of the church.

Church Organization

In a recent discussion with Mr. Ted Armstrong about Church Administration structure, he said, "*Flexibility* is the key word. We should capitalize and triple underscore the word FLEXIBLE, put it on our desks and look at it regularly every day." This certainly expresses our sentiments as well.

However, flexibility cannot mean that we have no organization. We do need a systematic method of administering the affairs of the ministry and the church so that we here at Headquarters will be able to respond to your needs in an efficient and effective manner.

We have now completed the design of what we believe will be a flexible and effective administrative structure.

Four coordinators have been assigned to share the administrative duties of Church Administration. Each coordinator will have a specific *functional* responsibility in an *area* of special interest. The four areas are: Ministerial Education and Training under Art Mocarow, Financial Administration under Burk McNair, Personnel Administration under Paul Flatt and Systems Administration under Dennis Pyle. It will be their jobs to monitor these areas and to supply the information upon which decisions can be made, either by themselves, another coordinator, the Church Administration team, or Mr. Ted Armstrong.

As you know, Church Administration is a many faceted responsibility. There are many diverse questions to answer. By assigning these FUNCTIONAL RESPONSIBILITIES to team members, we

are confident that each area can be adequately covered. These men will have to spend time studying their specialties. They will contribute information in their specific areas to answer questions affecting any area of Church Administration in regular weekly team meetings.

We hope that in this manner, and through regular contact with you men in the field, to get you the help you need by answering your questions and working with you to solve the problems facing us all.

In addition to having these functional duties here at Headquarters, Burk, Paul and Dennis will also have specific *territorial* responsibilities. They will act as coordinators for the Northeastern, Southeastern and Western areas of the United States respectively. (The accompanying map shows those areas.) These men will *primarily serve as communication channels* and/or expeditors to help you get answers to your questions. All questions and requests for such things as starting new churches and Bible studies, manpower needs, fleet, etc., should routinely go through your coordinator. However, whenever you feel the circumstances require it, if your coordinator should be unavailable, or if for some reason you wish to contact me personally or go directly to Mr. Ted Armstrong or contact any one of the other Headquarters team, it will be all right to do so. In such circumstances it would mainly be your responsibility to follow up by notifying those who need to know of any important discussions or decisions. This, of course, is to avoid confusion. *This is our meaning of flexibility.* We do not want a highly and tightly structured system which we must serve. We want our system to serve us. Please maintain regular and frequent contact with your coordinator by letter and, when appropriate, by phone.

I think this should all be clear, but just in case, let me briefly explain how the system will work by giving a hypothetical example.

Burk is responsible as part of the Headquarters team for the financial administration *functional* area. However, as coordinator for the Northeast USA he is responsible for the coordination of all the functional responsibilities: Financial, Systems and Personnel in that area. This means, for instance, if someone wanted to discuss a transfer from the Northeast area, Burk would be the man at Headquarters to contact. But Burk would not make a unilateral decision regarding the transfer. He would discuss the matter with Paul Flatt who is responsible for Personnel Administration, and who will have more in-depth and specific informa-

tion regarding manpower across the country. He would meet with any others of us as necessary and final decisions would be mutually acceptable. This same principle, of course, applies to all areas of territorial and functional responsibility.

Art Mocarow will not have a specific geographic *area* of responsibility. He will, however, be involved in all team discussions and plans here so he can effectively administer the needs in ministerial training and education in the entire U.S.

One other CAD responsibility I want to mention is Ted Herlofson's. Ted serves in a vital function as manager of the Ministerial Services department. In practical effect he is an administrative assistant to me and the other men on the team.

Fellows, we all know the need to have order and system. God is not the author of chaos, which we would have if there were no structure. But we are trying in every way to keep our Headquarters structure very open and pliable. We believe that what has been explained here will achieve our desires.

The accompanying two charts illustrate the flexibility of the structure. The *first* shows the relationship of each unit within Church Administration under Mr. Ted Armstrong. As he indicated to you at the conference, there is a direct line from the field to his office. With that, and the ability to contact any team member including me personally when necessary, you will always be in contact with Headquarters.

The *second* chart shows the relationships described above. Each of the coordinators in specific areas of interest complement one another and provide the in-depth information necessary for sound decision making.

Nothing will change greatly in your relationship with Ministerial Services. You will continue to interface with Ministerial Services as in the past for routine questions such as: supplies, expenses, third tithe, etc. At any time such questions involve *anything* but routine services, that department will check with others on our team.

We have taken adequate time to build this organization as Mr. Ted Armstrong indicated we would. We wanted to be sure each of you had the opportunity to share in the discussion stages.

Please continue to feel free to express your constructive comments or ideas about the structure and/or anything else that's on your mind. We have had some wonderful comments from many of you. We hope you will continue to participate in making Church Administration the kind of operation we all want it to be.

Ministerial Training

I have asked Art Mokarow to put together some information regarding Training and Education. Rather than include that in the body of this column, I am having it run as Art wrote it. So it appears following this CAD column.

You and the Ministry

We have told you — Ted Armstrong has told you — there will be *no* arbitrary lay-offs of ministers during this budget crunch. That is *absolutely true*. That does not mean, though, that there will not be a single lay-off, retirement, mutually acceptable termination, etc. of any minister or trainee. Frankly, there will be some — though relatively few. One or two men have already approached us about this matter. Therefore, if you hear of a fellow minister who has terminated his employment with us, please, for his sake as well as ours, have confidence that it is for the good of the individual as well as the Work's.

In a follow-up to what Mr. Ted Armstrong said in the concluding session of the May conference about anyone wishing to come forward for discussion of his status, personal job interest and or conflict and possible transfer or termination, let me say just a few words. Please, this is *not* a request for "volunteers" to resign, but rather to offer you an "honorable" opportunity to change *if you so desire*.

Fellows, I think we all know the strains we live under during this day and age. Physical life itself has become a complicated day to day struggle and there are myriad happenings in life that create constant mental burdens. We in God's ministry have certainly not been an exception to this frenetic pace.

To be candidly honest, some have felt an increasing burden in their personal lives. The responsibility of administering policies, doctrines, and at the same time encouraging brethren who are upset mentally, emotionally or physically has become an increasing burden. Some have said it has begun to weigh them down and discourage them, and frankly, it has put them in such a state of mind that they do not have the inner peace and confidence to know they are serving God profitably.

If there are any of you who feel this mental burden under pressure in the ministry and you would like to discuss the possibility of stepping aside and entering some other vocation, *please let us know*.

We all know we must have confidence in what

we are doing! Personal peace and harmony are absolutely necessary to effectively do our jobs and grow ourselves in our own personal and family lives.

If all the upsets that have transpired have made you begin to think you would like to be elsewhere — we want to help you resolve that. Financially, we will do all we can to see that no one has severe financial hardship in making a transition in employment.

Now, just one more thing to cover in this already very lengthy column. I have been asked by others on the team here to give you a procedural update. So here it is:

Procedural Update

We are in the process (among many other projects) of analyzing and reviewing our ministerial report procedures.

Until we arrive at a standardized system which serves your needs as well as ours, we would like for you to utilize the following interim procedures.

Your weekly and monthly report information should be sent in the yellow ministerial report envelope as previously. The report will go to Ministerial Services where they will handle the routine functions with the cards involved. Any personal information or problems not of a routine nature should be put in a separate envelope inside and addressed to the appropriate area coordinator or party involved.

Weekly Reports: [customarily mailed each Monday]

1. New PM cards
2. PM delete cards
3. Disfellowship cards
4. Reinstatement cards
5. Baptism cards
6. Emergency fund expense cards
7. Church & Bible study attendance cards
8. Miscellaneous material: Hall rental requests, 3T requests, questions, comments, problems, etc.

Monthly Report: [mailed the first day of a new month]

1. Traveletter expenses.

Uniform File System

We are also resuming a project first advanced in July 1972 concerning the file system we should utilize in the field. As was stated at that time, "CAD will look into possible types of computer listings to replace the present master and mobile files. If feasible, three-ring notebooks could hold

listings rather than boxes. Updated listings could be sent out twice per year. All you would have to add is the phone numbers. Any ideas that you men have on this would be appreciated. Just write them up and send them in.

Granted, this is two years later — but please send in any ideas you have concerning some method of uniform filing system. We want to be careful not to become slaves to any system, but for the sake of transfers, deaths, defections, etc. we must have some uniformity in the way things are done. In this manner we can always function effectively and productively without having to completely “re-build” each time there is a change of pastorate.

Well, that does it for my part of this Bulletin. Please be sure to read Art Mocarow's report. By the way, many have called us only to be told by a secretary “he's in a meeting.” We are sorry for this and hope to get things going so this is a diminishing practice. Please be patient with us. Let us know where we can serve you better and let's all be both inspired ourselves and inspiring to others we serve. This is not a game we're playing! The world really is in a mess and there's only one way out — GOD'S WAY! *Keep up the good work.*

— C. Wayne Cole

MINISTERIAL EDUCATION AND TRAINING

As Mr. Cole mentioned, we are now in the process of developing a ministerial training program that will attempt to provide a complete education in ministerial skills. All that is outlined as follows has not been finalized and implemented. But this report is being printed in the Bulletin to acquaint you with progress plans and ideas. Please feel free to express your comments.

Since the church pastor represents one of the most valuable assets that the Work has, the benefits of a competent, well-trained and service-oriented ministry are self-evident and invaluable.

The local pastor, working in the wake of the broadcasts and literature, gathers in and consolidates prospectives into stable units of church membership. These congregations then plug their efforts and resources into the overall goals and commissions of the church. This is of course in addition to the spiritual dimension and impact he has in the lives of the membership.

Also, there are several other factors that, over the years, have pointed out the need for a program of this type:

1) In the past, the training received by our

ministry from Ambassador College has been basically administered at an *under-graduate* level, without a graduate program for developing further skills in this area.

- 2) Also, this Ambassador College training has been, of necessity, almost exclusively in the areas of speech, theology, Bible understanding, social and character development. Since these areas were a full curriculum in themselves, there was little time or opportunity for formal ministerial or pastoral training on a graduate level.
- 3) Our “post-graduate” training for the ministry has consisted almost exclusively of an “apprenticeship” or “up-through-the-ranks” basis. Each new pastor would naturally tend to carry on the methods of his “journeyman-pastor” who taught him. Since scores of different ministers are in fact doing the training, a multiplicity of differing and conflicting styles of ministerial practice is produced.
- 4) There has also been the desire on the part of many church pastors to have an established program of being updated and continuing education — a “sabbatical” program of some type.
- 5) Finally — and most recently — the many workshops we all sat in at the conference all the more confirmed the fact that there is a wide divergence of opinion in regard to procedure, administration, and methods in use in the field ministry.

In its barest outline, the complete course will consist of three levels of “pastoral Administration” classes being administered at the graduate level.

Pastoral Training (PT)

A priority need is that the man about to take his first pastorate receive some graduate pastoral training. In order not to disrupt our manpower resources too much, it was thought best to make this a three-week summer course to possibly be held on the Texas campus. Here the uniform rudiments of graduate-level pastor training could be delivered.

As a follow-up to pastoral training, the man would receive laboratory field assignments to reinforce the things he had learned in a practical way.

True education concerns itself not with facts

only, but in translating information into right skills and habits.

In the light of candid self-analysis, a man knows the areas he needs to develop in. So, a representative from the Office of Ministerial Education and Training would follow up the pastoral training course with seven days of practical on-the-job training in areas requested by the trainee.

This man-to-man, one-on-one relationship also and most importantly provides the field representative with a viable sounding-board communications pipeline back to Headquarters. This is viewed as the most important aspect of the course. This part of the M.E.T. program also allows representatives from the Office of Ministerial Education to get in some practical current field work. This enables the department to design realistic, up-to-date courses for the future.

Advanced Pastoral Training (APT)

Many ministers have requested and looked forward to the chance of an educational Sabbatical. This would be part of the M.E.T. program called Advanced Pastoral Training.

After being on the job for many years, men need and have requested time to refresh themselves in an educational Sabbatical. This course has several lecture sessions but stresses group discussion, workshop and seminar formats.

It also envisions that part of the educational time be devoted to the minister's visiting and becoming familiar with other divisional areas of the Headquarters that he is going back out to represent.

If the man is so inclined, apart from the core program there would be opportunity to learn Greek, Hebrew, lectures on law and finance, etc. He will be able to update himself in the academic, operational and organizational areas.

A prominent feature of Advanced Pastoral Training will again be to hear and listen to the field needs as they surface in the workshops and seminars. It is also envisioned to provide social facilities where the Advanced Pastoral Training men can have ample time and opportunity to thoroughly discuss their class and seminar material with each other.

Senior Pastor Training (SPT)

Our senior pastors also have needs apart and different from our trainees and younger men. They need to know that their long years of service and experience are a valuable asset to the Work.

The Senior Pastor Training course would be designed to enable them to translate those years of

service and experience into viable avenues of service to the rest of the ministry.

This course would probably be in the summer for about three weeks.

The main content of the Senior Pastor Training course will deal with the areas of ministerial leadership, manpower training and ministerial human relations.

All of the pastoral courses — Pastoral Training, Advanced Pastoral Training and Senior Pastoral Training — will be educationally-approved courses with their candidates receiving certificates of merit on successful completion of the course.

Pastor Personnel Training

Another need in this area is that of the local man serving in an eldership capacity. Generally speaking, he has only had the apprenticeship form of ministerial education. He also needs to receive some central and uniform training on a higher level.

One possibility in this area — and which would get "double mileage" from some of the ministerial classes taught on campus — would be to tape special lectures and tailor them into a special program for training our local men.

We have Pastoral Administration, Pastoral Care and Counseling, Principles of Preaching and other excellent classes from which appropriate parts could be excerpted and sent to the local eldership on cassette tape.

We do not intend the entire Pastoral Training program to be a one-way educational delivery system. We want to make the pastor a part of a mature educational transaction. We want to provide an atmosphere where pastors will feel they can produce beneficial contributions in the field and on the campuses. In short, we intend to provide an avenue for a healthy reciprocating flow of views and concepts and ideas.

As in any profession, the need for intellectual outlet and contribution to colleagues in the same profession is recognized. This would be the area where a means would be found and designed principally for the field ministry to pass on experiences, education, studies, concepts, etc., to Headquarters and to each other. This part of the M.E.T. program is in the beginning planning stages, so specific comment cannot be made at present.

The main objective in view at this point is to accurately assess the graduate educational needs and realities of the ministry and try to fill them. To this end we would like, and would appreciate, your help.

— Arthur Mocarow

Q & A

Q. Several months ago I heard that a Ministerial Manual was being produced to give policies and guidelines for a standardized approach to many of the administrative questions that continually face us. What is the current status of this Ministerial Manual?

A. Due to the change from the regional system of administration many of the policies and procedures have to be rewritten. This is presently being done. Just as soon as a sufficient quantity have been completed, the manual will be mailed to you. The manual will be "loose leaf" in structure so additions and/or deletions can be readily made.

Q. My wife and I have decided to transfer to St. Petersburg for the Feast of Tabernacles. Does Workmen's Compensation Insurance cover me during that time since I will have no assigned duties there?

A. There appears to be a general misunderstanding of Workmen's Compensation coverage for salaried, ordained ministers and ministerial trainees. The coverage is on twenty-four-hour-a-day basis, but applies only while the individual is doing Church business. For example, if a minister is called out in the middle of the night for an anointing he is covered, or if he is at a church social event he is also covered. But if he is playing handball, hunting, fishing, traveling, etc., on his own time, for his own pleasure, he is not covered by Workmen's Compensation.

A minister not performing assigned, church-related duties at the Feast of Tabernacles is not covered by Workmen's Compensation during that time. Even a minister specially assigned to specific duties is covered only while performing those duties. Injuries occurring during his leisure hours at the Feast are not covered. Since you have no assigned function at St. Petersburg and since your time will be primarily your own, Workmen's Compensation will not cover you during that time.

Q. I've just recently been set up on the Traveletter System. What supporting receipts are necessary as

back-up for the Monthly Expense Report when I send it in?

A. The receipts necessary to back up Traveletter-reimbursed expenses are the same as those needed for the Accounts Payable System (#3.2.7.2). These include: 1) Fleet maintenance invoices and worksheets, 2) all lodging expenses, 3) any other expenses that exceed \$10 at a time.

Q. What is the present policy for meal expenses while I am visiting?

A. You may purchase meals out of your expense allotment only when you are *out of town overnight*. As a general rule, the cost of meals (including tax and tips) should not exceed a total of \$14 per day per person. (You should pay for any drinks yourself.) This allows for the following:

Breakfast	\$3.00
Lunch	\$4.00
Dinner	\$7.00
	<hr/>
	\$14.00

The above-mentioned amounts are not flat per diem rates, but rather are the highest allowable limits per day.

Meals after Sabbath services (when you are not out of town overnight) are considered a personal expense and should not be taken out of your expense allotment.

If your wife accompanies you to assist in visiting on an overnight trip, her meals may be paid for out of your expense allotment.

The purpose for this policy is twofold: 1) to limit expenses for budgetary reasons and 2) to stay in keeping with I.R.S. regulations concerning business expenses. You may obtain more information concerning business expenses from I.R.S. publication #463, "Travel, Entertainment and Gift Expenses."

LETTER COMMENTS

(Continued from page 244)

gram the *World Tomorrow*. As of February 1st we will not be able to carry this program and our feeling is that quite a large number of our listeners will be very disappointed. Your program was very well received here in Mexico City.

"We understand that you have decided to temporarily cancel all of our programs in Central and South America, as well in Mexico. Quite understandably you have your reasons for this action, but we would like to know if there were any other reasons that directly concern our station. If so, we

(Continued on page 267)

Academic

PASADENA

We are greatly encouraged by the response from potential students. This is a direct result of the ministerial conference and your help!

Many fine quality applicants have now completed their applications. We should accept 200 by the end of the week. With continued effort on your part in bringing the advantages of Ambassador College to the attention of our young people and their parents, we should reach our goal of 300 entering students.

Some fears have been expressed recently. Apparently some are wondering if we are implementing the curriculum presented to you in summary form during the ministerial conference. That program has been implemented!

While the reduction in the church subsidy to the college has been reduced by \$650,000, this is in part offset by planned increased tuition charges and a larger enrollment. Thus \$350,000 of the reduction has been made up automatically. So you see why it is so important for us to have a full enrollment this fall. The balance of the reduction will be accomplished by frugality!

By the way, a curriculum up-date you should know about is that we have added a small program in Italian this fall. It came about in filling a need in the International Division. If you know of any students who would like to study Italian, have them look our way.

We also decided to postpone the minor in biology and German for one year, but this will not particularly affect what is offered in the schedule of classes. We elected to postpone a course in advanced German one year, the art history course a year, and not offer animal biology until we employ an additional faculty member. The rest of the schedule is fine, except we may have to *add* a few more sections of various classes to properly accommodate additional transfer students from Bricket Wood. So please help put down any fears on this part.

In any case, presently 97 percent of the work for regional accreditation is *behind* us. Our consultant told me he felt our chances of attaining full accreditation this year are 9 out of 10. There should be no problem with candidacy in any event as we appear to meet every requirement.

Dr. Vern Farrow called me this week in an excited tone. Dr. Ramon Cortines, superintendent of the Pasadena Unified School District, expressed to Vern that there was no reason why Ambassador College student teachers could not do their student teaching in the Pasadena public schools. This is a great stride forward!

At a meeting of Imperial School parents last night, Dr. Cortines mentioned to the over 500 parents there that the district is planning to place our student teachers. This will mean a great deal to our young people who want to train to be teachers. Dr. Cortines also told the group that through student teachers the schools could better serve our people. That's great!

Several personnel shifts are occurring. Mr. George Geis has accepted the post of Associate Dean of Students. He will be assisting Mr. Oehlman in all matters related to student welfare and life at the campus. A new office of Public Information and Alumni Affairs has replaced the former public Relations Department. Mr. Les Stocker will serve as director and be assisted by Mr. Michael Justus. Other changes will be brought to your attention as they occur.

Here is the admissions summary as of June 27:

	Men	Women	Total
Applications requested	1054	545	1599
Partial returns	32	12	44
Complete except for minister's evaluation	51	24	75
Complete	143	118	261
Accepted	100	89	189

The academic slide show was mailed out this week and is making the rounds. It presents our program at Pasadena. We appreciate your efforts in behalf of the college.

— Michael P. Germano

BIG SANDY

Greetings again from Big Sandy!

I can hardly believe that this past school year has already drawn to a close. Students and faculty are already returning from their short vacations, and the summer session is ready to begin June 24. The first event will be the orientation assembly, Monday morning, June 24, which will give

incoming freshmen a chance to get acquainted with procedures and courses which will be offered.

By the time you receive this Bulletin, nearly 100 new students will be attending summer classes along with another 100 upperclassmen who are staying on campus to work.

In addition to a full schedule of student activities this summer, campus improvement projects are continuing full throttle.

At Booth City 58 booths are being renovated for the new students. A new bathhouse is now complete with student lounge. The entire Booth City area has been storm-proofed with drains and covered sidewalks. These additions, along with an extensive landscaping project, promise to make Booth City a desirable housing complex.

Despite unseasonable amounts of rain (eight inches in the last ten days) construction is continuing on the new lecture-laboratory building, Plumbing and electrical work has been completed, and the concrete for the ground floor has been poured. The walls are rising fast. Hopefully, this much needed classroom building will be ready for use this fall.

The Dean of Faculty tells me that the upgrading of our academic program is progressing rapidly. Five new faculty members have been hired; two of them possess Ph.D.'s in their respective fields. In addition to the required major in theology, we plan to offer "double majors" for those who desire extensive training in such fields as agri-business, language arts and communication arts.

Another concept due to be initiated next fall is the new work-scholarship program. This program is designed to allow the student who is short on funds to attend a full four years of Ambassador College with a minimum of monetary transactions. As recompense for his room, board and tuition, the student will work a specified number of hours during the year. This program not only benefits the individuals involved, but it also saves the college the expense incurred in maintaining a student payroll.

Currently, as of June 23, 191 students have been accepted for the fall semester — 112 women and 79 men. I feel the work is tooling up to grow, and that in 3 or 4 years there will be a desperate need for capable leaders. We, therefore, urge you ministers to encourage all outstanding young men in your area to apply for this coming school year. If we can't take them all in September, we will try to accept them either for a January admission or for the next summer school session.

— Ronald L. Dart

Media

It's great to have a fresh, live daily radio program going out again! We will now be able to even more effectively utilize the services of the 50,000 watt clear channel stations that have been opened to us in the past few years such as KSL, WWL and WOR, New York, not to mention old standbys such as WLAC, KRLD, KIRO, etc. The Worldwide Advertising Agency will continue their efforts to open 50,000 watt stations in Chicago, Detroit and Des Moines, Iowa.

Dan Ricker and I have just gone over all of the ministerial request forms which you have turned in recently, and in practically all cases we have instructed the agency to request availabilities in accordance with your recommendations.

For the past two days I have been reviewing the radio and TV coverage in extensive detail in the top 100 markets and to a lesser detail in the remaining 109 markets. Needless to say, there is not yet sufficient funds to provide all the radio stations we would like or could advantageously use, but we are headed in the right direction. Evaluation of each area is being made with respect to the amount of PT penetration in the area and with respect to the ratio of prospective members (co-workers, donors and regulars) to church members in the area.

In the selection of additional radio stations, we will give preference to those areas where the number of prospective members is low in comparison with the church membership.

In some areas with very low PT penetration, we will probably use weekly television there in order to bring a significant number of new additions to the file.

If radio coverage is lacking in your area, we urge you to send in the Media Evaluation form as quickly as possible.

The WATS lines were "swamped" Sunday night with calls from WOR television. Larry Nelson told me we tallied about 2,400 busy outs, and I believe about 400 calls completed. Larry is hoping to add 15 new lines in the future. Possibly a volunteer telephone answering program can be established using employees of other departments and/or local church members to keep up with the volume of calls. We expect the calls to continue coming in heavily during the summer from the evangelistic campaign summer specials and also through the early fall months from our planned television spot campaign.

A few fairs are already in progress where we have booths offering our literature. For the next issue of the Bulletin, we will try to get you a report on the fair booths, the summer specials and a list of markets where we propose to add radio and/or television coverage.

We are certainly enthusiastic about the recent cutbacks and redirection of the efforts of the Work. Even though it appears at first quite distressing that we must lay off employees, we are confident that God will guide them to find good jobs, and we are quite sure that He is pleased with the redirection of the money from their salaries into increased radio coverage. We hope you all share the same enthusiasm, but if by chance you do not as yet, we think you will when the results start coming in.

— Norman A. Smith

P.S. Here's great news! We've just reviewed our present Radio and TV expenses versus our budget and can now add about 20 daily radio stations just as soon as the times can be cleared and purchased. We're still looking for a 50 KW station in Detroit or Chicago. If one is not available we may add another 5 or 6 smaller stations instead.

Beginning around August 4th or 11th, we can add 43 weekly TV stations. Chicago, Philadelphia, Boston and Detroit are on the requested list, but many of these will be in smaller cities where we have churches but no local radio or TV. Of course not all stations we request will be able to clear time. We hesitate to tell you which cities are on the list because of disappointment if we can't get the time. But with 43 your chances are pretty good. (Pray fervently that all stations will clear time.) We had great success with the summer specials. Thanks for your help!

Personal Appearances

Greetings from Personal Appearances!

The refrain from a song popular several years ago, "summertime and the livin' is easy," does not apply to campaigns. These three months, traditionally set aside for vacations, have proved to be one of our busiest seasons of the year!

The big news this time is the international campaigns. Mr. Dibar Apartian has conducted the first in-person evangelistic effort in a foreign language during this era of the Work. On June 1-2, he spoke

to a crowd of some 1,300 people in Montreal, Canada, in French. Fully 1,000 of these were brand new prospective members! Carn Catherwood has informed us that seventy people attended the first follow-up Bible study.

As mentioned in an earlier Bulletin, the campaigns abroad are off and running. At Mr. Ted Armstrong's suggestion, I was able to spend a week on the campus in Bricket Wood. While there, we conducted numerous meetings covering every facet of conducting a personal appearance program.

As it coincided with the final week of college in Bricket Wood, all of the United Kingdom ministers were present. In addition, Mr. Frank Schnee, Mr. Paul Keiffer, and Dr. Gotthard Behnisch were present from the German office. Laying the right foundation for the initial few personal appearance programs is vital for future growth abroad. Everyone felt these meetings were essential in establishing an identical, hard-hitting program in Europe.

Mr. Armstrong expects terrific growth within the International Work in the near future. Newsstand distribution of the *Plain Truth* has already produced tens of thousands of monthly subscribers in numerous major European cities. The combination of putting the magazine on the newsstands followed up by a campaign in those cities is developing into a powerful one-two punch in warning that area of the world of impending crisis.

Birmingham, England, is an example of this combination. Last weekend (June 23-24) Mr. Charles Hunting spoke to a two-night crowd of 2,300. One thousand, three hundred and fifty of these were prospective members attending as a result of interest generated by newsstand distribution during the past year.

Maybe a door is finally opening to fulfill our commission to these nations where radio/TV coverage has not been possible. Perhaps we are beginning to fulfill in part Hosea 7:11-12; "Ephraim... I will bring them down...; I will chastise them as their congregation hath heard."

Anyway, the ministry in England is supercharged with excitement about the prospects.

In addition, Mr. Ted Armstrong has just given a tentative commitment to conduct a three-night campaign in the Royal Albert Hall, in London, next June 22, 23, and 24! I say tentative, because it is difficult fully one year in advance to envision all the possible contingencies. However, we have booked the Royal Albert, which seats some 5,600 for June 1975.

To most of us here in the states, booking a hall

of that size in Britain might seem a bit ambitious; however, when you realize that at present we distribute up to 80,000 *Plain Truths* monthly in the greater London area, it seems certain we will have a capacity crowd every night.

The personal appearance program in the United States and Canada is by no means lagging behind! Since our last *Bulletin* installment, campaigns have been held in six cities. Perhaps a highlight of this series was the one conducted in Montreal by Mr. Les McCullough. This was his first campaign. It proved to be very successful — reaching over 1,100 new prospective members. Mr. McCullough is also presently scheduled to speak in Brisbane, Australia, August 3-4, and Toronto, Canada, September 5-6.

Since January 1, there have been 20 personal appearance programs here and abroad. Over this period of time, we have witnessed to over 34,800 new prospective members. As an added result, 1,000 people have begun attending either local Bible studies or church services.

All of us involved in the campaign effort are excited about the campaign statistics. Each week-end we anxiously await the attendance figures, much the way candidates stand by for the latest election returns! This year has produced encouraging results.

Yet, we know much more could be done. Really, we have only just begun to reach the cities of Israel in a powerful, in-person evangelistic program. As Mr. Ted Armstrong said, we are entering a new phase of the Work, "a whole new ball game." We are "laying aside every (financial) weight" that we might by any means fulfill the commission of warning this world.

By being personally urgent and zealous, our efforts could well mean the difference between physical life and horrible death for dozens or scores or hundreds of people in each of the cities we visit. These campaigns are a part of that effort!

For how many people does God hold us, who have His knowledge and are already heirs of eternal life, responsible? It's a frightening, yet challenging responsibility! If this facet of our commission is to be completed and our job done, then we must grasp and personally feel its importance and go about fulfilling our responsibilities as if our lives — and *the lives of others* — depend on it.

Please continue to help and *encourage* us with your support — even a friendly, enthusiastic face back stage before curtain time is a lift for the speaker and emcee. Again, any suggestions are most welcome.

— Sherwin McMichael

International Division

Greetings from the International Division and specifically from the ministers and members in the Montreal area. We've just returned from a successful two-night campaign where we had 500 new prospective members each night. All went very well and I was pleased to see that for the first follow-up Bible study, 27 prospective members were present. We now are looking forward to August 2nd and 3rd when I'll hold a campaign in Brisbane, Australia. Brisbane is the third largest city in Australia, following Sydney and Melbourne. We feel Brisbane should bring about encouraging results as we continue to take the Personal Appearance campaigns to the far ends of the earth.

Colin Adair called to enthusiastically report that he has had nearly 1,000 requests from prospective members to attend the follow-up Bible study following Mr. Armstrong's campaign. Of course, these are not the actual attendance figures of the follow-up study, as we have to date only sent out letters to those people who attended the campaign asking whether or not they would like to attend a follow-up Bible study lecture. When I first learned that Colin had received such a large number of requests, I had to double check to make sure that those people understood Mr. Armstrong would not be at the follow-up Bible study but that Colin would be conducting the study. He assured me they understood. Let's hope all those expressing interest will be able to attend. When you realize that the Manila church has 621 in attendance, such a large Bible study and potential is astonishing! We'll let you know exactly how many attended after the first follow-up study is conducted.

Colin will be receiving a ministerial assistant this year to assist him in the Manila area as the Work there continues to grow. George and Linda Hood (graduates of the Pasadena campus) are moving over right away to assist in this area.

It will be my policy in future Bulletins to highlight a major area of the International Work. For this Bulletin, we have asked Walt Dickinson to report on the progress in the Spanish work. Following is his report.

— Leslie L. McCullough

THE SPANISH WORK

I appreciate this opportunity of giving you an update on what is happening to and with the 353,000,000 people in the Spanish world. Those whom God is calling in the Spanish-speaking countries are the most warm-hearted, responsive people you will ever meet, just brimming over with a desire to learn, to help and to encourage others.

For years the Spanish Work has suffered from a lack of ministers or a solid training area in which to develop ministerial assistants and upgrade their abilities. A first step in this direction occurred last Feast of Tabernacles when Mr. Fernando Barriga and Mr. Pablo Gonzalez were ordained, giving us a total of four Spanish-speaking ministers.

Mr. Robert Flores was ordained in 1963 and came to Pasadena in 1966 for two years of training at Ambassador College. After an additional year of training, he was sent to Santiago, Chile, where he remained for the five years ending in April, 1974. He ministered to groups in Bahia Blanca, Argentina; Temuca and Santiago, Chile, which now meet each Sabbath. Mr. Flores has just returned to Pasadena to work in the Spanish Department, where he will share his experiences with us while picking up new and additional knowledge preparatory to entering Colombia next year.

During the period of 1969-74 in Colombia, *La PURA VERDAD* has grown from 6,742 to 44,856 subscriptions without advertising or promotion of any kind. There are a total of 12 members, 97 people requesting visits, 13,481 students on the Correspondence Course and 23,792 taking the P.V. with an eight-page insert containing more highly religious material. All of this points to additional prospective members and interested hundreds or even thousands of people in the months ahead of us.

Pablo Gonzalez left Puerto Rico last Wednesday, June 19, for an historic first trip to Bogota, Columbia. On the plane he became acquainted with the man in the seat next to him, and discovered he was the official in the Colombian government responsible for granting resident visas and registering organizations to operate within the country! With this official's assistance, plus the help of the Consul General in Los Angeles we are hopeful of being able to obtain two resident visas and registering the church to operate within Colombia within the next month. If the visas are issued, there is the expectation that possibly both Mr. Flores and Mr. Gonzalez will move into Bogota either just before or after the Feast of

Tabernacles this year. With the establishment of churches in Colombia we will have the first training ground for an expanding Spanish ministry. Present circumstances would indicate a need for 15 to 30 ministers within the next five to seven years.

Mr. Enrique Ruiz, manager of the Mexico City office is currently on a European trip. He will be visiting prospectives and members in France, Switzerland, Spain, and Portugal. While he is away Mr. Barriga is directing the office, pastoring the church and visiting in Mexico City, Yucatan, Guadalajara, Monterrey and Chihuahua. Mr. Barriga baptized two on the trip to Mexico City and expects several more baptisms before his tour of duty is ended in July. All of this will be welcome news to Mr. Ruiz when he returns to Mexico City next month.

There are many exciting events ahead for the Spanish Work and we will write an update in about three months to share with you the news of what God is working out in this area.

—Walter Dickinson

Bricket Wood

Greetings from England, where we have just completed our first campaign! It has been a tremendously exciting experience, and we are well pleased with the results of this pilot program.

The opening campaign took place in Birmingham, a city of a little over one million people. (The Greater Birmingham area encompasses around five million.) This will actually be one of our smaller campaigns (compared to those to come), chosen to give us a little experience before we begin hitting the big-circulation cities throughout the next twelve months — and then into London itself just one year from now, to the very day.

This first evening brought about 500 new people, never before contacted, producing an audience of 1200 with members included. The second night saw a very fine audience for a Monday evening — 1,014 — and this was especially gratifying since we had less members, but some 600 of the general public.

The campaign format followed that used in the United States, with Jack Martin doing the job of M.C. for both evenings. The British audience was both warm and responsive, and on neither evenings did we have a single problem in the way of hecklers, demonstrations, or other disturbances. I

was extremely impressed by the great attentiveness of the British people throughout the sermons. They really did listen!

We approached the two evenings in totally different ways, and I feel we have learned much from the experience. The first night we covered the rising influence and power of Europe — showing how the *Plain Truth* predicted all of this more than a quarter of a century ago and revealing the world catastrophe that is ahead. We showed how Christ accurately predicted what is taking place, in Matthew 24. The title of the first night's presentation was "Is This the End Time?"

The following evening, I went into Britain's impending economic crisis and what it will mean to the social order. That very day, and the day before, several major newspapers carried headlines about threatening economic collapse and resulting anarchy in the nation. I was able to quote direct from the nation's leaders — from Sir Alec Douglas-Home, Lord Carrington, and other well-known figures here in Britain — showing the disaster facing the nation, and all of this published right that very weekend! Frankly, the way things are going, I believe we will have all the material we need for every campaign, with startling revelations from the nation's leaders right out of the current newspapers!

Then I went into why we have these troubles — explaining the give and get philosophies, showing how man has always followed the "take" approach, right back to the time of Adam and Eve. I explained where this is leading us — to the ultimate disaster — and showed how Christ will step in to save us from ourselves, producing a wonderful new world tomorrow.

The first of the follow-up lectures will cover "Why Must Men Suffer?" Mr. Richard Plache, pastor of the Birmingham Church, will take these lectures, and we'll have news next time of the results. I feel confident, from what we saw of this audience, that we'll have a good attendance. Virtually everyone who attended has been reading the magazine. Interestingly, a good section of the people who came had listened to the former radio broadcasts. We once thought we hadn't reached Birmingham much by radio, as we did some other areas. Many also came as a result of our advertising in the press. So when our newsstand program begins to take effect — it's just new in Birmingham and will take time to build a solid readership — we should have some very good attendances at future campaigns in this city.

The campaign really came at just the right time. Naturally everyone was saddened about the news

of the college cutback, and the campaign could not have been timed better, encouraging everyone with hope for the future of the Work here in Britain. Many of our students will be transferring to Pasadena and Big Sandy, with others returning home having benefitted greatly from the time they were able to study at one of God's own colleges. They will take with them knowledge which can help them to be a shining light wherever they may go, and the value of the one, two or three years they had here cannot be overestimated. They've truly had a tremendous and wonderful opportunity!

We'll keep the campus up as a very beautiful place — headquarters of the Worldwide Church of God in Britain, and a tremendous witness in itself to what God's Way produces. Some of the buildings will be "moth-balled," but the administration building and Memorial Hall will continue right on as the centers of the Work here — a work that is beginning to grow rapidly after twenty-one years. We began broadcasting on Radio Luxembourg in 1953, and this year we have just completed 14 years of Ambassador College in England after its opening in 1960.

We're already busily planning the next campaigns — in Glasgow and Edinburgh. We'll hit those cities heavily with newsstands, as we will all cities we plan to go to, and expect even greater results in the future as the *Plain Truth* mailing list builds up in each center. Thanks a lot for your prayers and continued interest in the development of the Work here — it's really appreciated!

Until next time, cheerio from all in Bricket Wood.

— Charles F. Hunting

LETTER COMMENTS

(Continued from page 261)

would greatly appreciate your telling us about it so that we could be of better service to you in the future.

"As far as we know, in our three years of dealing with your organization, it seemed to us that all parties concerned were very satisfied. I am referring to your organization, our organization, and above all, the listening audience.

"In any case, we have been proud to carry a program such as yours and consider us at your service any time in the future. Thank you."

— Lic. Roberto O.,
Mexico

From Radio Station WHIM

"It has been our pleasure for the past year to carry the *World Tomorrow* program, and we feel that the message you have brought to the people of Southern New England is important and worthwhile.

"For some reason you have decided not to continue your program with us, and we are certainly disappointed to hear this. Most important however, is the fact that there are many, many listeners in this area who have been hearing your program over the airwaves for many years who are particularly disappointed as well. As a specific example of this, on Tuesday morning, April 30, following the first evening your program was not heard on WHIM in one year's time, we received 54 phone calls from listeners who were quite upset over the fact that your program had not been aired. Wednesday morning, (yesterday) May 1, we received 37 additional calls.

"Among the more than 1,000,000 people in our listening area, a strong and loyal audience exists for your program. We are hopeful that you will want to continue to broadcast to these people in the years to come.

"It has been a privilege for us to broadcast the *World Tomorrow*."

— John E. F.,
E. Providence, Rhode Island

DMJM Review

"Today, we received the latest *DMJM Review* and what a thrill it was to see the amount of space they devoted to the auditorium and Ambassador College. I am requesting additional copies to give to any members who might want them."

— Member,
Washington D.C.

VIP

"I am interested in receiving the *Plain Truth* monthly. Please enter a one-year subscription in my name, George H. Allen, and bill me at the above address. Thank you."

— George H. Allen,
General Manager
Redskins

Can't Get Started Without Broadcast

"I am a 28-year-old housewife that is very upset. Why? Because you have been taken off the television at 6:30 a.m. weekdays. I would like to know why.

"My husband and I have been watching everyday for the last five months. I was expecting our second and long-awaited baby. During the course of these five months I was only getting about 4-5 hours sleep everyday due to excitement over our new arrival coming. We have an 8-year-old little girl. So we had already been blessed with her.

"After being inspired by you every day and getting my day started out on a good foot was very gratifying. After the birth of our son, I was getting up to watch you again and you weren't there any longer. Why have you been taken off the air?

"It seems as though I can't get started in the mornings without listening to you. I am very honest in saying that. Are you by any chance on the radio in the morning? I did find that you're on Sunday evening on the air. My husband is very grateful for that because he knows how cranky I am when I don't get to listen to you. He also enjoys you too, but he hasn't watched you everyday like me.

"Could you please send me the *Plain Truth* and 'Crime — How to Prevent It.'

"I would dearly love to know if you will return and when."

— Mrs. Carolyn C.,
Bothell, Washington

Suggestion

"The pictures of the new auditorium are wonderful. It would be great if the church had 35 mm. slides made of various views, interior and exterior such as are available for the Regency Hyatt House, Atlanta, etc. I think the members would be happy to purchase these sets."

— Mr. & Mrs. Harry G.,
Elizabeth, New Jersey

M & D

"We were advised of the change of the church laws governing divorce and remarriage recently and were invited back to church by Mr. Gipe, our minister. Today we were most happy to attend services again."

— Mrs. E. C. C.,
Santa Cruz, California

After Five Years . . .

"Please forgive us for not writing to you sooner, but from the time we heard the tape recording on the new truth about divorce and remarriage, we were in quite a fog for a time, and the past several weeks we have been busier than beavers moving

back to the former home place . . . the one we left about 5 years ago.

"We cannot find words that will be adequate to thank God for His blessings, and His constant care those 'long' years . . . but we did our very best to obey Him, and was as loyal to God and His church as we knew how to be. We did not 'blame' anybody . . . we accepted the laws, and trusted that God would work it all out in His time and His way . . . and He did.

"We do not regret all the tears that were shed during our time of testing and trials . . . they have been worth the wonderful rewards of this new revelation. We hope that no one has become bitter about what they have suffered or considered a wrong or a grievance.

"We had received too many blessings and deliverances to doubt for a moment that He could and would do it again. We are looking forward to getting settled from the process of moving, so that we can devote time and study like we want to."

— Mr. & Mrs. Paul S.,
Cambridge, Indiana

Atheist Helped by AC Lit

"I have been an atheist for most of my life and, just recently I decided to look into the Bible to see what it was that angered me about God. I wrote for some of Mr. Armstrong's literature and began to study the Bible.

"Picture a real religious atheist who was positive that 'God was created in man's own image . . .'

"After a few days of study, I realized that the only way you can study is with an open mind! So, I dropped my pre-conceived ideas and went to it 'letting the pieces fall where they may.'

"I have found through Bible study that it wasn't God that angered me so, it was *man's concept* of God, his false selfish concept of God. I discovered that man doesn't even know what day God designated as the Lord's Day.

"You and Ambassador College really understand and know how to use the real word of God, the Bible."

— Mark Allen K.,
Brooklyn, New York

OPEN FORUM

Editorial Comment: The OPEN FORUM section of the Bulletin provides you with an opportunity to make your views, opinions and constructive criticisms known to others.

The ideas expressed in OPEN FORUM do not necessarily represent either the official policy or procedure of the Church or the College. Neither do they necessarily represent the views of the Editorial Staff of the Bulletin. But we hope what you read in OPEN FORUM will be stimulating, thought-provoking, sometimes controversial and challenging. We also hope this is a forum through which constructive ideas can be born.

Even though all of the ideas expressed in the following contribution from Richard Rice are not necessarily official policy or recommended procedure, it is a good example of one type of offering which is very appropriate for OPEN FORUM. The writer speaks from many years of experience and is now sharing some of what he has learned with everyone else. I hope this will encourage many others to begin relating some of their experiences while serving in the ministry.

Thanks a lot Richard!

--C. Wayne Cole

HOW I'VE HANDLED HOSTILE VISITS

"That's good for my wife, but what about me? You say, 'Don't work on Saturday.' What do you expect us to do -- shut down the steel mills? You shut down those kilns one day and the steel will harden and ruin them. If we shut down on Saturday, what does your church think we're going to do with the steel industry? Forget it?"

"You think we're all going to hell, and you're the only ones going to heaven, I suppose. Just what kind of an outfit are you?"

With the blood vessels of his neck bulging out like two huge swellings and his face crimson as a Washington State apple, he proceeded to make it plain to us how we stood in his home. His wife had requested the visit and had assured us that her husband was interested too. But, as we soon found out, he was really quite hostile to the Work.

At one time or another everyone in the ministry will run into such a situation. What is the best way to handle this problem? How can we disarm a PM who is disgruntled, upset, has a wrong concept about this Work or Mr. Armstrong and is even sour against the Truth? How can we soften his attitude, and bring him around to God's way of thinking? In most cases we can do this if we properly apply certain laws of psychology revealed in the Bible. Here then are some guidelines that I have used to cope with difficult situations that have arisen in handling hostile visits.

INITIAL CONTACT ON FIRST VISIT -- When visiting new PM's, the initial contact is vitally important. It may very well determine if we win him to the Truth or turn him against the Work.

The first step is to establish an immediate friendly relationship. By this we mean being respectful to him and showing an outgoing concern from the outset of the visit.

There are two ways this can be accomplished. The first is by what we say and how we say it. People recognize a true and sympathetic concern if it exists. Just as a magnet attracts steel, we can draw people to the Truth by treating them kindly and showing a real interest in their lives.

Just how do we do this? We may first begin by asking questions that will encourage the person to open up and talk about himself -- his triumphs and joys, his problems and experiences, his hopes and dreams. Ask about his health, family, welfare and job. Smile! Respond with interest and excitement as the person unveils his life. Practice the principle in Proverbs 18:4, "A man who has friends must show himself friendly."

It is through this approach that we remove suspicion and doubt and cause the person to feel that he can trust us.

The other important way to establish a friendly rapport is by listening with attention and respect to the person speaking. Bear in mind that a good conversationalist is also a good listener. A good listener won't be yawning, stretching, looking about, flipping through a magazine, or cleaning his fingernails while another is talking. He won't appear to be hurried by constantly glancing at his watch or acting nervous. Instead he will listen attentively because he is interested in the individual and in what he is saying. Such a listener will win the admiration of others and establish a mutual bond of friendship.

DON'T WOUND A PERSON'S EGO -- The second key in winning a PM to the Truth is not to wound his ego. Ego involves one's self-image. It is self-esteem, self-love, pride -- in short, the inner heart or motivating force of a man. Ego is what makes people sensitive and self-conscious to what others think and say. Unconverted people resent being opposed, challenged, contradicted, or in any way "showed up". They resent it because it makes them feel inferior and destroys their self-image.

A bruised ego will quickly retaliate. If you have hurt someone's feeling -- through correcting him or making a cutting remark about his person or principles -- he will defend himself and strike back. Generally he will either accuse and justify or become offended and angry. Keep in mind that "A brother offended is harder to be won than a strong city" (Proverbs 18:19). If you have really "smeared" him by pointing out his sins and bad attitudes or by trying to correct his wrong ideas prematurely, he may actually become violent. At all costs guard against rash and cutting remarks.

We can always help a person to see his faults later, after we have won him over. Proverbs 9:8 says, "Rebuke a wise man and he will love you for it, REBUKE A FOOL and he will hate you."

APPLY THE "WISE AS A SERPENT, HARMLESS AS A DOVE" PRINCIPLE -- In

Matthew 10:16, Christ used the serpent and dove to bring out a principle in dealing with unconverted people that we would do well to use on our visits. He said, "Behold, I send you forth as sheep in the midst of wolves: be ye therefore wise as serpents, and harmless as doves."

What makes a snake wise? The snake is cunning and subtle. In searching for food, it carefully studies its surroundings. It looks for any signs of danger and does not get involved in a situation from which it cannot escape. It quietly uncoils and crawls away when it detects trouble. It will not try to capture its food until it knows it can do so safely.

On the other hand, the dove is innocent and harmless. Unlike the snake, the dove doesn't strike, injure or take its food in a hurtful manner. It never retaliates or uses violent force to defend itself when caught. It is one of the most fitting examples in all creation to represent humility and innocence.

So in visiting, we need to utilize the combined characteristics of these two creatures. Like the serpent, we should be alert to any potential conflict or danger that may lie hidden within the natures or attitudes of people we are visiting. In addition, we should study and analyze their character and personalities, habits and attitudes, in order to avoid saying something that could ignite a powder keg. Remember that a bruised ego will strike back. If we are sharp and alert, we will, like the serpent, foresee problems and avoid them. For example, we will not bring up controversial subjects such as politics, race, religion, etc.; nor will we enter into family feuds or take sides. We will not try to out-wit the person or put him in his place. Proverbs 22:3 says, "A prudent man foresees the evil and hides himself." And again, Proverbs 20:3 says, "It is an honor for a man to cease from strife." We find that Christ avoided trouble in most cases, and did not argue or debate over religion (John 8:57-59; Luke 4:26-32). There were times, however, that He considered it expedient to answer the Pharisees, who were trying to trick him.

THE PRINCIPLE AMPLIFIED -- Suppose, however, that a minister is visiting a PM for the first time and is trapped in a situation, such as with the man mentioned in the beginning. Is there a diplomatic way out? How can the minister subdue a hostile temperament and change an angry attitude to one of acceptance?

The following points have successfully been used in handling a number of delicate and dangerous situations. In every case the hostility of the person involved was quelled and the visit was terminated on a friendly basis.

1) Never oppose a person when he is angry. Like the dove, remain harmless and innocent until the heat of temper dies down. Don't recoil and lunge at the person in a fighting verbal attack when he disagrees. Instead, stay calm and coolheaded while the individual empties himself. Don't argue, debate, or try to defend yourself by quoting a lot of scriptures. Be prepared to take a few verbal jabs and punches. Hold your tongue and keep your emotions in check. Peter said, "Happy are you if you suffer for righteousness' sake" (I Pet. 3:8-18). Paul commanded us to "Be blameless and harmless...in the midst of a crooked nation" (Phil. 2:14,15). Christ suffered, but he didn't fight back when taken captive (Matt. 26:47-57).

If the person becomes violent, you may either have to flee for your life or restrain him if hemmed in.

2) Quickly move in and take control when the person has regained his composure. The most effective way to get control is to re-state a few points with which you can agree. Christ said to "Agree with your adversary quickly" (Luke 12:58 and Matt. 5:25). We are never to agree with a lie or compromise with the Truth. But, if we are observant like the serpent, we can and should find a point of truth the individual has stated with which we can agree. This approach puts you on a common ground with him, disarms his hostility and tears down the wall of opposition between you. Remember, "A soft answer turns away wrath" (Prov. 15:1). Once the person sees that you are not really opposing him but are sympathetic and tolerant toward his views, he will usually relax his defense, open up and talk more freely.

3) Impute a virtue or commend the person for a trait of character you recognize. An example of how to do this is: "You appear to be a man of strong conviction in what you believe and stand for." Or "You appear to be a man who is open-minded to new truth when it is clearly proved. Aren't you?" Of course, he will reply in the positive because he wants you to believe this statement is true about him. What unconverted mind would disagree? For him to be negative and hostile at this point would prove that he doesn't have the trait of character that you have commended him for. Since he wants to protect his self-image at all costs, he will agree and cooperate in most every instance to convince you that you are entirely right. However, when using this kind of psychology, never lie or flatter.

Here's the way these steps were used to handle the hostile husband referred to earlier.

As always, on the first visit we spent the first few minutes getting acquainted. We noticed during this space of time that he said nothing but "Hello" when we stepped in the door. About midway of the visit his wife, who had requested we come by, dealt a stunning blow to his pride by saying, "Oh, my husband's mind isn't open yet. He just hasn't come around to see it as we do." This made him feel inferior before us -- and being 6'3" and 200 pounds, he wasn't about to take that sitting down! So we braced ourselves for the initial blast. We calmly absorbed each verbal blow until he finally ran out of steam.

When he had emptied himself we quickly moved in and took control of the conversation. We agreed with him on several points and commended him for one or two positive traits of character we had truthfully recognized. As soon as we had done this, his whole manner and outlook changed. He talked in a more pleasant tone and was actually becoming teachable before we left.

Notice in Acts 26:2-3 how Paul used this approach on King Agrippa. Paul first appealed to Agrippa's natural pride by pointing out what a great honor it was to speak before him (the King). Continuing, he says "Especially because I know thee to be expert in all customs and questions which are among the Jews." Paul's whole manner of approach in presenting his case so appealed to Agrippa that, in verse 28, he replied to Paul, "Almost thou persuadest me to be a Christian." Paul was certainly a master at using Godly psychology.

As it was in the case of King Agrippa, so it is with the people you visit today. If you can honestly point out a good character trait in an individual, he will usually change his hostile attitude to one of open-mindedness. He will begin to agree with you in order to protect and defend the virtue that you have imputed. For him to continue to be disagreeable would only prove that he did not have the virtue after all.

4) Once his mind is conditioned, iron out the difference. Tactfully introduce or re-state any differences of opinion or misunderstandings. Clearly explain what you believe and why. If necessary, back it up with Scripture. Don't bluntly tell the person he is wrong, let the Bible show him where he is wrong -- if he is willing. To openly contradict him may incite another violent outburst. If he sees and understands the point you are making, help him to save face. You might say, "I understand your position perfectly well, because I have been wrong many times myself."

It was at this juncture with the man mentioned earlier, that after agreeing with him on different points of view, he finally came to see several mistakes in his reasoning. Even so, we were careful not to back him into a corner or express intolerance toward his views. We tried to prevent embarrassment by commenting that his approach was understandable under the conditions.

5) Hold firm to the Truth. What if the person refuses to accept the Truth when it has been clearly proved? Here's where you should hold firm to your convictions and to the teachings of the Bible. Don't give the impression of being wishy-washy or unsure of your mind. Your positive attitude and faith in your beliefs may bring him around later, when he has had time to think about the visit.

If you reach an impossible barrier, it is better to say something like, "each of his own," or "we each must live our own lives before God," or "I know that you are thankful that our constitution provides freedom of religion." To end a visit with an insulting remark may plant a seed of hate against this Work and prevent him from being called in this age.

On the other hand, if the PM knows a great deal of Truth and is not acting on it, he should be encouraged and tactfully told that he is responsible to God for the knowledge he has been given.

ALWAYS TERMINATE THE VISIT ON A FRIENDLY BASIS -- Thank the person for the enjoyable time you have spent together and for the opportunity of serving him. Encourage him to continue reading the PLAIN TRUTH and other literature and listening to the program. Conclude by saying that you're always available and eager to help if he wants you to come back in the future.

--Richard Rice
Mail Processing Manager
Pasadena

HOW THE CHURCH CAN PRAY MORE EFFECTIVELY

For some time now, it has been impressed on my mind that we in the Church are not completely obeying God's Word in at least one respect relative to prayer.

God's Word tells us that we ought to pray not only for those in authority in the Church, and for all saints, but we also ought to pray for the civil authorities. Members in the Church have for some time been faithfully fulfilling two of these Biblical commands, but we almost never hear members of our congregations praying for those civil leaders (our President, congressmen, governors, mayors, etc.) who are also charged with the awesome responsibility of keeping law and

order, and of guiding the affairs of our nation so that God's Word can continue to be preached -- so the Gospel can have a free course.

Let us notice the three-fold way in which we are to direct our prayers.

PRAY FOR THE MINISTERS OF JESUS CHRIST, especially those charged with the top responsibilities in the Work. The apostle Paul repeatedly asked the saints to pray for him and his ministry: "Finally, brethren, pray for us, that the word of the Lord may have free course, and be glorified, even as it is with you" (II Thess. 3:1 -- see also Romans 15:30; II Cor. 1:11; I Thess. 5:25; Heb. 13:18).

PRAY FOR ALL THOSE IN CIVIL AUTHORITY: "I exhort therefore, that, first of all, supplications, prayers, intercessions, and giving of thanks, be made for all men; for kings, and for all that are in authority; that we may lead a quiet and peaceable life in all godliness and honesty. For this is good and acceptable in the sight of God our Saviour" (I Tim. 2:1-3).

We ministers have all seen how many in this nation are continually attacking the President of the United States -- doing everything within their power to bring him down. Who knows, perhaps God would cause our nation to have more tranquility (and less blab about Watergate) if we ministers were continually leading the congregations of God in prayer -- praying for our President and for others charged with high office in governing our nation.

PRAYING FOR ALL SAINTS: "Praying always with all prayer and supplication in the Spirit, and watching thereunto with all perseverance and supplication for all saints; and for me, that utterance may be given unto me, that I may open my mouth boldly, to make known the mystery of the gospel" (Eph. 6:18, 19).

MY SUGGESTION is, therefore, as follows: In the future, why don't all of us ministers be more diligent in encouraging the congregations of God to, 1) pray for God's ministers (especially Messrs. Armstrong); and 2) for all saints worldwide (no matter where they may be); and 3) then also make sure that (both in private and church prayer) we encourage God's people to pray for "kings, and for all that in authority".

If we do this, I am sure God Almighty and his Son Jesus Christ will be highly pleased and will bless even more our efforts in getting the Gospel out to the world!

--Raymond F. McNair
PT Senior Editor
Pasadena

"IT'S A GAS!"

To experience first-hand the Conference was a milestone in my life within God's Church. I imagine I simply ditto many other's feelings. The "Open Forum" both in the Conference and now continuing in the Bulletin is, I feel, of inestimable value toward a growing and succeeding ministry. The greater opportunity to openly discuss our responsibilities, needs, and wants (and sometimes all three are one and the same) ensures greater safety. And when eternal life is at stake, who doesn't want safety? In short, God has had mercy on us all.

The whole Bulletin is a gas. I anticipate and devour it as I first responded to the PT back in '61. And now with this new section -- it's a powerhouse! You never know what you'll read next. And what's even more refreshing is the personal style of each comment. It's not stale and/or parroted. Now that's good news. Keep up the good work!

--Jerry Aust
Longview-Lufkin, Texas

Editor's Note:

Thanks Jerry -- we're trying!

"CONFERENCE FEEDBACK"

This is in regard to the June 4 Bulletin asking for thoughts and ideas about the conference.

First of all, I want to express my appreciation for the conference and all of the work and preparation that went into it making it such a success!

I have a few ideas that might be of benefit. I think that more advanced preparation on the part of the ministers would be important. For the last conference, you stated wide, general areas of study (marriage and divorce, healing, etc.). I would have liked to have known which specific areas were the issues and problems under consideration.

Also, during the last conference 18 different doctrinal and workshop sessions were conducted. I would like to see fewer subjects and more aspects of the subject. For example, if one area of study were healing, then we might have had one class or workshop on the subject of doctors, one on drugs, one on legal problems, one on problem experiences, etc.

I feel we should continue to have open-houses of the various departments. We could keep up on the changes and have a review of Headquarters. This continued orientation is vitally important for the field ministry.

--Rand Millich
Great Falls-Missoula, Montana

AGREES WITH BRIAN KNOWLES

I would like to add a resounding Amen to the opinions expressed by Brian Knowles in the June 21 "Open Forum."

We have sniggered up our sleeve and chortled in our beard at the "sins" set up by some churches, such as drinking and cardplaying, which come from their own idea of righteousness but can't be found in the Bible. Yet on the other hand we have our own traditional sins about which the Bible is equally silent (at least in my opinion) -- everything from birthdays and Bach to coffee and cold cream.

In some church areas there is constant harping on the amount of coffee and tea people drink, with a specific limit practically down to the number of cups. In others people are told almost to the dollar how to spend their second tithe. And to eat out in a restaurant on the eve of a Holy Day would cause righteous raisings of the brow and gasps of indignation. We have had to realize that some of our past stands on racial and sexual discrimination were really based on misunderstanding (and even bigotry?) under the cloak and guise of "the Bible says" -- and we have changed as a result.

Ambassador College has always correctly emphasized balance in an individual's life. There are few of us who would not say our own personal knowledge has tremendous lacks in certain areas, such as music, literature, poetry. (Before you guffaw at the mention of poetry, I might add this was something Mr. GTA personally stated he should read more of in a sermon at the Feast of Tabernacles about 1968.) How many of our Ambassador College graduates -- with all the cultural opportunities they have had -- have actually seen a ballet? Oh, I forgot, only "queers" would be interested in such things!

I'm not against balance. On the other hand, some people are so well rounded they aren't pointed in any direction. Again, we all know of people who resemble the veneer on a cheap table -- tremendously broad but never more than 1/8 inch deep -- people who have an opinion about everything but understanding about nothing. The man who devotes his life to music is no more unbalanced than the man who devotes it to athletics. I think those of you who have known Dr. Kenneth Abbott personally will agree there was a man of tremendous balance, personality, culture, athletic ability, and understanding of human psychology -- as well as his unquestioned proficiency in his chosen field. (Unconverted, yes. But conversion does not automatically change a boor into a connoisseur. Conversion and culture are not synonyms.)

I am convinced that many of our traditional taboos are actually the result of the lack of balance. That is, people who as young students found out there were many things wrong with the world did not take the trouble to find out what was also right about it. In their exultation at knowing the truth about God, they forgot they did not have a monopoly on all truth. Rather than take the trouble to learn the facts about a subject, it was much easier to make an authoritative (?) statement based on a hasty subjective appraisal. This very lack of balance (i.e., ignorance in this particular area) has given rise to much of our unsystematized but nevertheless influential "Talmud" of traditions.

As any of you with training in the areas of science or medicine can attest, there has been a veritable monolith of unscientific and malignant ideas (to use a little poetic hyperbole) which could only be based on ignorance and superstition. Somewhere the tradition has arisen that all scientists are oddballs and all doctors knife-happy, money-grabbing sorcerers. Certainly, there are scientists who do nothing but sit hunched over a Bunsen burner for days on end, muttering to themselves, and only occasionally pausing for a swig of ethanol from an Erlenmeyer flask. But I would say there are far fewer of these than there are of those innumerable goalless people whose sole aim in life is watching TV and chasing women, whose single most important contribution to society is support of the brewing industry and the spread of V.D. At least the "eccentric scientists" have given us a technological world in which the Gospel can be preached. What have the beer-drinking, whoring, sweating bulk of humanity done to bring us out of the Dark Ages?

There are those who have called doctors "meat hackers" and "witches." Some of these are the same ones who would follow in awe the exact instructions of some old hag in the Kentucky hills who calls herself an "herbal doctor." Or who would unquestioningly take the extract of crushed apricot stones sold in many health food stores (see the latest Consumer Reports to find out why such concoctions are not quite as quick as the gas chamber but could be just as lethal in the end). Regardless of what criticisms can legitimately be aimed at the medical profession, I was awfully grateful for the skills of a Cuban surgeon who sewed up my face after it went through a car windshield.

And, after all, most of us have had our wallets lightened much more by auto mechanics and used-car salesmen than by doctor bills. We could flail away at crooked auto repair shops much more justly than at surgeons. At least surgeons have to pass stiff exams in most states whereas we have all had experience with car repairmen who barely knew which end of the car to point down the road.

As Brian pointed out, this is no plea to tolerate sin. But some seem to have difficulty drawing the line between what the Bible teaches and what their own personal opinion dictates. They also fail to draw the line between the absolute teachings of perfection in the Bible and our own human inability to match up to that model of perfection. We all tolerate our own failings -- why can't we sometimes be as tolerant toward the weaknesses of others? Is there any worse sin than self-righteousness? Is it possible to be so concerned with and condemnative of sex sins that one becomes guilty of voyeurism? Is it because of prudery that reporters -- and even we ourselves -- put sex sins in a special category all by themselves? Why does adultery make the headlines while drunkenness and embezzlement are overlooked -- even in our own grapevine?

I am just very thankful to have a tolerant God. Otherwise, I would have become a piece of overdone liverwurst long ago. But, of course, so would you. I am also thankful we have a tolerant OPEN FORUM where people can freely express their opinion without fear of being fired or kicked out of the Church. That is, we do, don't we? I mean, they can't, can they? Uh, they wouldn't dare, would they? Would they?.....!

--Lester L. Grabbe
Theology Department, Pasadena

OOPS....WE GOOFED!

(After rereading George Kackos' suggestion in the last OPEN FORUM, we realized something was accidentally left out which made some of his comments rather unclear. So we're reprinting George's contribution and adding the left out material within parenthesis. Sorry George. -- Editor)

Greetings. I want to thank you for your efforts in producing the expanded Bulletin. I feel it is interesting and helpful. However, I do miss the book review section and wish that it could be reintroduced. I felt it was very helpful even though I couldn't read all the books. It helped me to select my books for reading more successfully and expand my horizons in what was being published (and read. The other suggestion I have for the Bulletin is a section)

for general material helpful to the field ministry and administrative personnel. Different faculty members, division or department heads, and ministers could either volunteer or be assigned from time to time to contribute to this section of the Bulletin. This would enable us to get the cream of ideas from many sources in such a way as not to burden one man but to spread the responsibility to several people. I think Mr. Grabbe's section on the Greek and Hebrew in the September 5, 1972 issue was very effective in fulfilling the purpose of the concept I've suggested. I feel this is one method for Ambassador College to conduct continuing education for the ministry and administrative personnel.

--George Kackos
Milwaukee, Wisconsin

Editor's Note:

By the way George, you'll be happy to know we're reprinting Lester's article on Greek and Hebrew in the next Bulletin. Les added some additional copy and did minor revisions to bring it completely up to date.

COMMUNICATION WORKSHOP SUMMARIES

(WS-2) THE MINISTRY AS A CALLING

Moderator: Ronald Dart
Ass't. Moderator: Leon Walker
Secretary: Charles Oehlman

In most of the workshop sessions, we discussed the ministry as a calling in general terms, but the conversation usually gravitated into fairly specific areas. Because the "calling" to the ministry was emphasized, a great deal of time was spent discussing what happens when a young man is called into the ministry.

Several ministers expressed concern that for college students a sort of disgrace surrounded a refusal of the ministry or ordination. Therefore, they felt that occasionally young men were thrust into the ministry who were afraid to turn it down. It was pointed out that a man needs to desire the ministry as well as be qualified for ordination.

Over the years an effort has been made to avoid attaching a stigma to a student graduating from college when he isn't used in the ministry, but some expressed concern that in the process, we might have downgraded the ministry. One minister stated the opinion that this may have caused some ministers to unconsciously de-emphasize the ministry in their own minds.

There was a fairly strong general feeling that we would do well to allow our young men more time to mature before we ordained them. A spot survey showed that about 25% of the men in our meetings had never worked full time at another job.

It was also suggested that we might want to consider peer evaluations in selecting men for the ministry. Often his fellow students know more about one of our senior men than we do.

We discussed at some length the question of whether a minister should ever consider resigning from the ministry. One minister expressed shock to think that anyone would ever consider quitting. He felt that it was a permanent calling. The general feeling seemed to be that while a man could resign the ministry, he was, in a way, going back on his contract with God -- i.e. that he was "not his own, but bought with a price."

The subject of rank was discussed somewhat along with the evil of the "getting ahead concept" -- higher rank, larger churches, etc. Someone mentioned that everyone desires maximum fulfillment. But when asked which of the men felt they had reached maximum fulfillment, not a hand went up. Basically, all of the men are still striving for greater recognition or greater accomplishment, but in many cases that "greater accomplishment" is not realized unless it is accompanied by some advance in rank, office, size of church, what-have-you. It was felt that

the men needed to come to understand how a man can grow and achieve maximum fulfillment without always being promoted in status.

Some expressed that in their own experience, professional courses were lacking in the area of preparation for the ministry. It was felt that advanced public speaking in college did not go nearly far enough. Another expressed the feeling that training in the field "by example" is not adequate because a man needs much more than one example to go on. Too much trial and error is involved.

Matters of Personal Conscience

This was probably the most often and most thoroughly discussed topic in this workshop. This seemed to be so, however, not because anyone present was all that concerned about it, but because this was a major argument made by the dissident ministers who left.

One minister did express the fact that it hurt his conscience to press the local congregation into going out to get personal loans to give money to the Work. He did not go on to say, although it was implied, that the sacrifice on the part of the members was not for a good enough cause. Another minister, however, didn't seem to agree entirely with that opinion.

It was very strongly felt by the majority of the ministers that the individual minister had no right to impose his conscience on his congregation. In case of conflict with his superior he should go to his superior first. In no case should he allow his conscience to be a factor in division or strife. Not very much on this matter will be included in this report, because most of what was said was repetitive and basically along the lines that a minister need have no problem of personal conscience if he has lines of communication open to his superiors. The men felt that the holy spirit within us should lead us to resolve all such differences.

Code of Ethics

There was some difference of opinion among the ministers as to whether a written code of ethics was necessary. Some liked the idea, feeling that having the code in writing would exert greater leverage on the ministry to live up to the standards expressed. Others felt that we have our code of ethics already written in the Bible.

However, a number of very good points were made in discussing this area where some of us may not have been living up to what we read in the Bible.

Several major areas were discussed very profitably and we feel that some statement of policy to the ministry along these lines might help keep us out of future problems.

One area that was discussed at length regarded respect for the membership. It was generally felt that the ministry should respect the confidence the members have in them by not repeating what the members tell them. Nor should a minister use an individual as an example in a sermon -- virtually building a sermon around one person's sometimes well-known problems. The ministry ought to treat this

information as privileged and not for public discussion. Only in the rarest of circumstances, should a minister even convey this information to another minister.

Also emphasized was the importance of respect for our fellow ministers. A minister should never tear down or belittle his fellow ministers at any time, nor should members be allowed to do so. When one minister replaces another, there can be an element of competition in the local church. At times, the members will say things about the former minister because they feel the new minister is being told what he wants to hear. We must hold up one another's hands. Under no circumstances should we openly contradict what another minister has said. Confidence in the ministry has been seriously undermined in the past by such instances.

When transferring, a minister shouldn't immediately attempt to change the other minister's way of doing things. Any changes should be evolutionary, not revolutionary. We should always be sure we understand why the previous minister did things the way he did before we begin to change them.

It's extremely important that a minister be responsible in making changes in a church area. Differences in administration are always noted by the congregation. The most severe difficulties come in this area when the previous minister was clearly wrong in an administrative matter. Under all circumstances the first person this should be discussed with is the minister in question. If possible, he should participate in any public acknowledgement of such a change. It was generally felt that the ministry should do its best to maintain a united front where the church is concerned.

Another idea discussed several times was that of receiving gifts. It was generally felt that giving is a biblical principle and that we shouldn't squelch a sincere desire to give as long as the gift is not large nor for the purposes of apple-polishing. The ministry should certainly not hint at nor in any other manner solicit gifts.

Some very vigorous discussion centered around questions of moonlighting. Many of the ministers were very much down on the idea, feeling that a man was beginning to serve two masters when he got a job on the side. However, no one seemed to object to hobbies that produced moderate income or to investments that did not take a man's time and interest away from the ministry. The ministers felt we should be "addicted to the ministry" and that nothing should be allowed to dilute our service to God's people.

This in no way negates the possibility of supporting yourself with a job and serving part-time in the ministry -- many of our local elders do. But if God pays for a full-time salary, then He expects your fulltime service.

Job Security

Most ministers did not seem particularly concerned in this area as it was originally stated. Retirement plans, for example, drew hardly any response at all.

As the discussion developed, however, one major area of concern was mentioned -- the possibility of dismissal or lay-offs as a result of financial or other considerations in the work.

As a result of the lay-offs of a year or so ago, some ministers seemed to feel much insecurity creep into their jobs. Some in the conference expressed the opinion that this led to an increased amount of moonlighting, study, and training among the ministry so that the men would have something to fall back on in case of being laid off. As a result, some became more and more involved with the world, and less and less involved with the church. The opinion was stated that this insecurity may have led to some of the problems that took place recently in the church.

Another area discussed was the possibility of losing your job because some influential lay member could go over his pastor's head and "exercise his political clout to get rid of the minister." One of the strongest requests in this area was for "due process" to be followed in the case of a disciplinary action for a minister. We have, of course, made a beginning in this area with some of the changes recently made in the constitution and by-laws of the church. However, the field ministry has not been fully informed of this change.

An assortment of smaller matters was discussed on this subject. One minister asked if we are eligible for social security. Others brought up the problem of moving and disrupting a family unit when moving from one area to another. The subject of time off, vacations, etc., was brought up. Probably our more current vacation plan is adequate for the field ministry, but it seems many of them are not taking their vacations as they should. In some cases, it may be because of a "superman" complex where the church has become so dependent upon the minister that the man is afraid to go away.

In summary, the ministers seem to be far more concerned with job satisfactions, accomplishment, and growth, rather than job security as such. One of the most important things was to know where they stand.

Future Conferences

All the ministers seemed very pleased with the workshops and the opportunity to express themselves. One unexpected benefit was the unusual mixture of personnel. Normally, when we've had smaller group discussion situations, it has been in a region, district, etc. Consequently, men from South Africa never got a chance to exchange ideas with men from Lawton, Oklahoma or Vancouver, British Columbia, etc. The smaller groups were ideal for discussion, and it was exceptionally beneficial to have a mixture of men from all over the world in each of them.

In one session, one of the ministers expressed his appreciation for this type of conference, but made the suggestion that future conferences incorporate a little more instruction from the leaders, rather than just input from the audience.

(WS-3) JUDGING & DECISION MAKING IN THE MINISTRY

Moderator: Frank Brown
Ass't. Moderator: Leroy Neff
Secretary: George Geis

Ministers do at times serve in the role of a judge. Judging is the rendering of an authoritative decision. In Exodus 18:13-23 Moses was counselled to set up a system of judges to rule on various aspects of God's laws. Verse 21 plainly states the qualifications of such men.

Deuteronomy 1:18-19 stresses one quality of a judge -- justice. The subtle effects of a bribe (or favor) in distorting justice were discussed.

John 7:24 stresses the pitfalls of judging according to appearance; both sides of the story must be obtained (Prov. 18:17).

Oftentimes a minister must ask himself if he should be making a judgment in a particular situation at all (Luke 12:13-14).

There are at least eight basic ingredients a man must have in order to make consistently sound judgments: wisdom; experience (older person tends to make a better quality decision); knowledge (obtaining relevant data from all sides); courage (to stick to a right decision and to change a wrong one); faith; humility; objectivity (one of the hardest qualities to possess, since we all want to be like counsel).

Examples of quality decisions were discussed and analyzed including: Jesus and the Caananite woman (Matt. 15); Solomon and the two mothers; the Acts 15 decision; Jesus and the woman caught in adultery.

Examples of poor quality decisions were discussed and analyzed for the weaknesses: David numbering Israel; Rehoboam in I Kings 12; Absalom in rejecting the counsel of Ahithophel; Korah's judgment in challenging Moses.

Summary of Input

The following comments relating to the subject of judgment were given during the workshop:

Taking your time in making a decision; avoid making snap judgments. "You should never judge a brother until you've walked in his moccasins for three weeks."

Selecting people for an office is an area where the utmost in wisdom is needed. Too often personality has played too large a role. The qualifications in Timothy mention nothing about how good a basketball player a man is or how pretty a man's wife is.

Do we make our worst decisions while we're on the run on the Sabbath day? One minister stated that he refrained from making all except the absolutely necessary decisions on the Sabbath.

The problems of conscience were discussed in rendering a decision. One minister who knew his conscience was superstrict on a matter found it comfortable to use the expression: "Mr. So-and-So (his superior) feels this way about the matter."

The question of how far we as ministers should go in making decisions in people's lives was discussed. The goal is to give our people the thrill of learning how to come to their own decisions.

Several ministers stated that we must carefully distinguish between the judgments of the Church and the laws of God. Judgments of the Church can change as circumstances and issues in society change. Judgments are the flexible "Shock Absorbers".

The question of how far does Matthew 16:18 -- the principle of binding and loosing -- extend to the local church area was raised.

Several made the comment that the older they get, the fewer decisions they tend to make for the people.

The absolute necessity of getting both sides of a story in judging between members was discussed. Often a conflict can never be resolved unless you can get the two members together.

The necessity of a judge having the attitude of fearing God was expressed. If someone loses this attitude, he would be removed from being a judge.

There was considerable discussion that brother-to-brother communication should come first, when brother sins against brother. However, in some cases, when the breaking of God's law is involved, as adultery, some felt it might be better that the ministry get involved immediately.

Sin repented of gives us understanding in judgment; sin unrepented of destroys our ability to judge.

(WS-18) DISFELLOWSHIPING & MARKING

Moderator: Steve Martin
Ass't. Moderator: Bob Morton
Secretary: Greg Sargent

The following points of view don't, of course, represent church doctrine. They represent at this time ideas and suggestions from the workshop sessions we held on the topic of Disfellowshipping. We would appreciate further written views from anyone who would like to contribute to this topic, and we shall include such viewpoints in a detailed report to be prepared in the future.

Throughout the sessions it was unanimously agreed upon by all those present that disfellowship, suspension and marking, should be used as a tool of the ministry -- never as a weapon. Obviously it is possible to allow personal feelings to enter into our dealing with dissatisfied members. However, we must be careful never to let those emotions color the judgments we make in this area. Disfellowshipping is a very serious and sobering responsibility of the ministry. Only when we understand what occurs to the disfellowshipped person can we truly appreciate the seriousness of the action we are imposing. The Bible indicates that once disfellowshipped, a member is "turned over to Satan for the destruction of the flesh." When we read the experiences of Job, perhaps we can get a better understanding of what that particular condemnation can mean. It is also interesting that the Church is promised protection from the tribulation in numerous New Testament scriptures, and this may have a bearing on what happens to an individual once cut off from that church. Revelation 12:17 indicates "the remnant of her seed" is subjected to Satan's attack.

Disfellowshipping As Seen In the Bible

The topic of disfellowshipping is found throughout the Bible, even though the word "disfellowship" never occurs. In the Old Testament when one of the Israelites sinned it was stated in numerous passages he would be "cut off from among his people." This Old Testament judgment obviously is a forerunner of New Testament disfellowshipping. In the New Testament we read of disfellowshipping for two reasons -- personal problems, and those who were heretics. The first scripture we find regarding disfellowshipping in the New Testament is Matthew 18:15-18. Here a member of the church who has a personal problem with another member is told to discuss that problem with his brother alone. If this approach is not satisfactory then he should take a witness and, finally, if this fails he should tell it to the church. If the member at fault neglects to hear the church, he is to be considered as a "heathen man and a publican." This is an obvious reference to excommunication.

The next obvious reference to disfellowshipping is found in I Corinthians 5. Here the problem is not only an individual who committed fornication with his father's wife, but this was also a church problem as they accepted his sin and were "puffed up" about it. Such prolonged unrepentant sin (both the individual's and the church's) had to be dealt with immediately, and thus Paul commanded the fornicator's excommunication. The church was enjoined to "put away from among yourselves that wicked person."

II Corinthians 2 expounds how the church was to handle the reinstating of a disfellowshipped person. Upon repentance the person was to be forgiven and comforted lest he be "overcome with over much sorrow."

The next often-quoted scripture regarding disfellowshipping is found in II Thessalonians 3. The church apparently was allowing individuals to live off them without working. This individual was a "busybody," and lazy to the point that Paul said "if any would not work, neither should he eat" (verse 10). Paul instructed the church to "note that man, and have no company with him, that he may be ashamed" (verse 14). The problem in II Thessalonians 3 seems to refer more to the problem of what to do with a lazy Christian who will not work nor wants to better himself through his own efforts. However, the principles of disfellowshipping certainly can be found in this account, as we read in verse 6: "withdraw yourselves from every brother that walks disorderly, and not after the tradition which he received from us."

From here the remaining scriptures that refer to disfellowshipping seem to deal more with the problem of the heretic. Titus 3:10 explains that the heretic is to be rejected at the third warning. (Obviously if the heretic is unrepentant three warnings could be given in one counselling session.) The three warnings would refer more to the individual who is wrestling with the problem of differing beliefs and trying to remain loyal to God's church.

In Romans 16:17 we are told to "mark them which cause division." The reason we are to mark them is found in verse 18: "For they that are such serve not our Lord Jesus Christ, but their own belly; and by good words and fair speeches deceive the hearts of the simple." The strongest statement found in the Bible dealing with the problem of the heretic is found in II John 10: "If there come any unto you, and bring not this doctrine, receive him not into your house, neither bid him God's speed." The emphasis is obviously intended in the phrase, "bring not this doctrine". This refers to the heretic in the true church who is trying to steal from the flock, rather than the Jehovah's Witness who is blindly and inanely doing "his thing." Here the church needs to make a differentiation between the "lost sheep" and the "wolf in sheep's clothing." The lost sheep will need to be helped and encouraged, but the wolf in sheep's clothing desires to devour the flock and must be dealt with in a quicker and more powerful manner.

I Timothy 1:19-20 speaks of Hymaneous and Alexander (who concerning faith have made shipwreck), and explains that Paul had delivered them to Satan that they might learn not to blaspheme. II Timothy 2:16-18 shows that Hymaneous and Philetus (a new cohort) erred from the truth (concerning the resurrection) and "overthrew the faith of some". In dealing with the problem of the wolf in sheep's clothing or the false prophet, the language used about these individuals is extremely strong. II Peter 2 contains very powerful language in regard to these individuals. Obviously such language is used because of the end result of the heretic's method.

When to Disfellowship

In helping members of the church it was felt that we need to differentiate between the weak brother and the unrepentant sinner. The unrepentant sinner should be disfellowshipped in order to teach him that such sin will not be tolerated in the Kingdom of God. I Corinthians 5 shows us how to deal with such an individual. However, the weak brother is another case. He is a man or woman who is trying to overcome smoking and has repented 50 times before. Do you now disfellowship him because you sense that his repentance is not truly valid? What did Christ mean when He said we should forgive our neighbor 70 times 7? Do you when you disfellowship such a man, cut him off from the strength he needs to overcome the problem? Or do you shock him into realization and thus actually help him overcome his parti-

cular fault? Most ministers felt that actually both cases are true. They thought the suspension of an individual who is smoking or having a problem with drinking and has repented numerous times before shocks him into the realization he needs to truly repent. Then there were other ministers who felt that if they disfellowshipped for smoking they lost a weak brother forever over a minor issue. It was concluded that individual wisdom has to be used by the minister to handle such a case.

Most ministers felt we needed to be more incisive in isolating the wolf in sheep's clothing and slower in removing the weak brother. Suspension can be used for the weak brother whereas disfellowshipping and possibly marking needs to be used for the heretic.

Marking

On the subject of marking it was suggested that there are only two occasions when an individual should be marked or "noted".

The first case for marking is with the problem of propagating heresy and division. Here the individual or group of individuals need to be NOTED in order that the rest of the congregation will not be swayed by their heresy. The second reason for marking would be more an official explanation of action taken by the church about one member's personal problem in order that gossip and rumors would cease. Here it is assumed the individual is so well known that the gossip would be intense and grossly exaggerated and thus an official statement is necessary to explain that the person will not be associating with us for a brief period of time due to personal problems. Here the principle of love covering sins would be extended and the individual would be noted, not the sin.

When marking an individual, it was suggested that such explanations should be read from a written statement. The problem of possible libel comes in when we become too specific about the individual sin and possibly allow ourselves to adlib to the point of invasion of privacy, breaking the spirit of a confidential relationship, and even exaggeration!

How to Handle the Disfellowshipped Member

Some tragic cases of obvious error by our brethren in handling the disfellowshipped were presented. Apparently one woman from the Pasadena area who joined the Associated Churches was telephoned by one of our members and called a "bitch." Obviously such language is not becoming a Christian and such attitudes should not be expressed. It was felt by most ministers that we need to teach our members how to handle the disfellowshipped brother or sister, especially as the problem of disfellowshipping becomes more apparent. II John 10 clearly shows how to handle the heretic who has a doctrine so dangerous that many could be led astray. I Corinthians 5 shows how to handle the unrepentant sinner. We should be friendly, cordial, but avoid intimate association with such an individual. II Thessalonians 3:15 points out that we are to "count him not as an enemy but admonish him as a brother." If we express hatred and enmity to those that leave we only drive the wedge deeper and they will have no reason to come back. By disassociating ourselves we show them there is a difference and that things are not the same as they were; however, we express concern and empathy towards them and by our actions we show we wish they would be with us again.

Perhaps the parable of the prodigal son best explains how to handle a disfellowshipped member. When the prodigal son repented (but not until he repented) his father received him back without such caustic statements as "I told you so." The past sins were no longer mentioned, as the repentance of the son was obvious. In such a case II Corinthians 2:7 is applicable. Upon repentance the congregation should comfort the returned brother. Our members should be admonished to avoid the attitude of the prodigal son's brother. He was not happy when the prodigal son repented. His self-righteousness caused him to avoid his brother upon return. His self-pity caused him to feel sorry for himself at the father's rejoicing. He reasoned he wasn't being extended the same mercy the prodigal son was receiving.

Definitions

In discussing the various meanings of disfellowshipping, suspensions, and marking many suggested that we add a new category in order to better handle this problem. Quite a few ministers felt we had on our lists baptized members who were in fact never converted and should be considered coworkers. We could call these people "baptized coworkers" rather than offend them by stigmatizing them with disfellowshipping. It was felt we should recognize these individuals for what they have always been (coworkers) and not push them into something God has never called them to be (members). Apparently a number of mates have been baptized following their husband or wife into the church of their choice. They were baptized along with their mate not necessarily because they had been called, but because they wanted to participate in the church of their mate's choice. Where this occurs, we don't want to turn off such a "baptized coworker" but rather recognize him for what he has always been and admit we made the mistake in baptizing him, not that he made the mistake in requesting it. Such a category could be considered an "inactive member", or a "baptized coworker", or whatever term would be appropriate. The basic purpose for such a category would be to take the stigma of disfellowshipping from those who should never have that stigma.

Other matters came up and were discussed and shall be discussed in a detailed report on disfellowshipping to follow. The right of repeal for both the individual and the minister disfellowshipping the individual was discussed and recommendations made. The minister's responsibility towards the disfellowshipped was discussed. The concept of leaving the ninety and nine and going out after the one lost sheep would apply here. The question of what happens in heaven when a minister disfellowships an individual was also discussed. The concept of "turning over to Satan" needs to be understood by anyone who is ever going to use the tool of disfellowshipping. The psychological fear of disfellowshipping needs to be understood lest it backfire on the minister using it. Placing this fear upon a person can sometimes cause their sin to go underground and provoke the person not to seek help when he really needs it, rather than causing him to cease from the sin as the minister would have hoped to produce. These were just some of the additional topics covered in this workshop.

(WS-20) RACE RELATIONS

Moderator: C. Wayne Cole
 Ass't. Moderators: Ronald Dart & Harold Jackson
 Secretary: Tom Hall

We need to take note of the fact that for many years this has been a work primarily among Caucasians. That has changed greatly as a result of the new thrust -- Mr. Herbert W. Armstrong proclaiming the Gospel message to the big non-democratic nations of the world.

Lyndon B. Johnson once stated: "The world has narrowed into a neighborhood before it has broadened into a brotherhood." Jet travel, mass communications, the knowledge explosion -- all have conquered time and space and brought mankind in closer juxtaposition. And yet today's vaunted technology seems helpless and useless in causing men to want to respect one another as fellow human beings. Our commission as a church is to preach the Gospel to ALL nations -- this we are doing as never before, reaching people of every race, color and creed. Indeed, the Church of God itself has become multiracial and very much representative of the nations that will someday learn to live in peace with one another. Therefore the right understanding and promotion of proper race relations within the Church of God is of vital importance.

SUMMARY OF INPUTThe Congregations

The Church needs to teach the brethren respect and concern for all people, irrespective of race.

We should not make sweeping policies based on a few cases of antisocial, unconverted resentment among individual members.

In certain metropolitan areas racial problems are evident. A sense of equity and fair play is often lacking in such communities. The Church has to be careful with socials in such "red neck" communities.

Should we consider community standards regarding race relations as far as how we conduct ourselves and services?

Should our churches be segregated? Long time before we'll have a Chinese Church, etc.?

Why the races? Why integration? What is God's will? Forty-two national types in the L.A. area churches. There are differences in tastes and habits, music; i.e. square dancing in one southern congregation didn't go over big with blacks. Allowed blacks to have their own socials. Rise and Fall of Third Reich indicates that as Jews become more integrated, animosity among carnal Germans grew rapidly. We will always have racial problems in the world around us. Children need to have a character model and a basic type to identify with. Hard for some to identify across racial lines. In discussion with many brethren, integration everywhere is not thought to be the way to go.

Worldwide, groupings of people tend toward tribalization, provincial thinking.

In the world tomorrow we must be able to show people how to live together in one world under God. Are we learning now how to live among ourselves?

The British students at AC have been discriminated against here in USA. What does God say on the race question? Forget the opinions of men. Shouldn't have segregated churches as requirement everywhere.

We should not insult black people in sermons. Watch the racial jokes about Jews, Polish people as well.

In sermons be careful about making statements on race which tend to promote ill-at-ease feelings among members. The facts show, for example, that the SLA is a largely white paramilitary group bent on the harassment and overthrow of the establishment -- not fundamentally a black racist death squad.

Would like to see some black studies courses taught at AC. Growing tendency among blacks to segregate themselves in world.

Need new guidelines from Headquarters on what are proper race relations within the Church. Need to explain and enlarge upon Galatians 3:28; James' 2:9; Romans 1:16 -- latter part of verse; and many other verses in the Bible.

The matter of understanding of one race by another -- missing dimension. We must learn lessons now. Learn how other fellow thinks. Communications, contact, NOW! Black brethren more often than not say white ministers misunderstand them.

Interracial Dating and Marriage

Problems in some northeastern congregations -- somewhere around twenty different racial mixtures. Question asked: Is it a sin? O.T. examples seem to center around religion, not race.

Mixing sometimes does strengthen the line, not weaken it. Light-skinned blacks mixed with white blood are not inferior to other blacks.

Would a loving God who has created the races leave us without knowledge on what to do about racial problems?

Should we continue to discourage interracial marriage, though we can't prevent it?

Why is it that some people feel the need of interracial mates? There should be some courses in the college which teach comparative cultures. What makes each tick?

The church must make some judgment to guide it until Christ comes. What is a Gentile? How many men here can say that they are not of mixed blood. We need to say we don't know.

Cultural and racial differences must be considered. Yet, man in all his colors is a total "kind."

Interracial dating. More liberal society today that prospective members are coming out of. What do we do, clamp down or relax judgmental matters?

Many have grown up primarily in an integrated world. Checks and balances enough to keep most people in line -- bigots and racists abound.

Problems among high school kids of mixed blood not knowing who to marry. Is it sin to intermarry? Can we legislate everything in peoples' lives, teens' lives -- dancing, walking with, conversing with one another? Parental guidance is paramount.

Church can't get involved in all cases, if any cases. We can only be concerned.

We must teach our children about God's laws and let them make their own decisions with loving guidance. No one in the Church is clamoring for racial amalgamation. We can't make the Bible say what it doesn't say, can't preach as religious dogma what is not dogma in the Bible.

We shouldn't have prejudice in the Church. We have a spiritual consideration and a physical consideration. We are all brothers, but we should be careful about some areas of the social sphere.

Physically can we dance together? Blacks may be afraid to dance with whites because they don't understand church's posture.

Promotion/Advancement

Working with black ministers has been quite a wonderful experience. Would like to hear from black ministers more.

We are all one in Christ. The minister's rank and position should be based on his spiritual qualifications alone.

Black ministers now over integrated churches. In the northeast and far west, people are ready to have black ministers.

"Black" versus "White" is not the issue, it's the one-on-one situation. It's the man himself who makes the difference, not the race. Detroit, a southern-flavored town, but no racial incidents have arisen with prospective members over what color the minister is.

Sometimes assistants and associate pastors of color have more rapport with certain black brethren than does the white pastor of an integrated church.

Racial identity has been no problem for whites. Unfavorable for minorities. Blacks and other minorities often see themselves portrayed as backward.

Conclusion

Church members need some re-education on the changing social practices in the world. We need to control resentment and exercise fair play for all. Be careful not to have a double standard. Together we must all address specific issues of the race question.

Conclusion

Church members need some re-education on the changing social practices in the world. We need to control resentment and anger, and give the world a good example. We need to have a definite standard. Together we must all address specific issues of the race question.

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