

The Bulletin



of the Worldwide Church of God and Ambassador College

VOLUME 4, NUMBER 11

PAGES 217-236

NOVEMBER 2, 1976

Pastoral Administration

I hope all of you had as great a Feast as we had! Of course, if you didn't start in Hawaii, you're already at a disadvantage in the "count your blessing" sweepstakes. Allie and I went to Hawaii before the Day of Atonement and were able to spend the intervening days getting reacquainted after the extremely turbulent seven months since our transfer.

I guess it's easy to understand why, but the group in Hawaii this year were as "up" for the Feast as any group I've ever seen. Perhaps the warm Hawaiian night with a bright, full moon over the ocean had something to do with it. In any case, they came through with a record holy day offering on both the first and last days of the Feast.

From what I've heard, the Feast was great all over. I know it seems trite, because we say it every year. But maybe it's just because the Feast of Tabernacles means so much to all of us.

We could have wished for a better attendance this year. One thing is very evident to me, however. The *qualitative* growth of the Church is impressive! The *quantitative* growth can come when God is ready to give it to us.

On a sad note, it became necessary this week to dismiss Kerry McGuinness from the field ministry. It became clear in a long telephone conversation a few nights ago that Kerry's beliefs and convictions had simply become incompatible with the teachings of the Church and that it was impossible for him to continue. For the time being, Roger Foster

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PLAIN TRUTH NEWS- STAND PROGRAM

by Robert L. Kuhn

At the Area Coordinator's meeting before the Feast I had the opportunity to present preliminary plans for a PT newsstand distribution program across the United States.

This, of course, was a direct result of Mr. Ted Armstrong's long-standing desire for considerably more — and direct — ministerial and church involvement in getting out the Gospel.

Immediately before the Feast, I also had the opportunity of making a full presentation of our PT newsstand plan to Mr. Herbert Armstrong both orally and then, at his request, in a complete written report. Mr. Armstrong was excited and has urged us to proceed with all speed.

Since the Area Coordinator's meeting, especially at the Feast, Mr. Dart — a tremendous supporter of newsstands — reports a real ground swell of interest among the ministry for an increased program. Consequently, we in circulation — primarily Jack Martin, Gordon Muir, Mark Armstrong, and myself — are very pleased to respond to Mr. Dart — and to you — with the following proposed program for your evaluation.

I. GENERAL GOALS OF THE PT NEWS- STAND PROGRAM

1. To provide a vehicle and a platform to make the announcement of the Kingdom of God as a witness and warning message.
2. To introduce new people to Mr. Herbert Armstrong through *The Plain Truth* and to

Mr. Ted Armstrong through our radio and TV broadcasts.

3. To involve God's ministry at the front line of getting out the Gospel.
4. To excite church members and involve them in the Work.

II. SPECIFIC OBJECTIVES OF THE PT NEWSSTAND PROGRAM

We have designed a four-point program:

1. A pilot PT Newsstand program is to be set up in every church area of the United States and Canada. This will blanket the continent — although numbers will have to begin small — and totally involve the local ministry and membership in getting out the Gospel.
2. *Airport* distributions will be emphasized — such as Atlanta, Houston, Boston, Dallas, Minneapolis, etc. — with multiple thousands of PTs each month at each airport. This gives each PT its most efficient usage. Travellers read and carry their magazines to their airplanes and destinations. Furthermore, since they cannot regularly pick their PTs up, they would be more likely to subscribe. Finally, air travellers are a higher socio-economic group.
3. Selected very intensive distribution will be continually set up as in South Dakota, Kentucky and Ohio. These may be moved around.
4. Prestige outlets will continually develop — such as hotels, rail stations, airlines.

NOTE: Additional magazines will be allocated to each area based on both response and enthusiasm.

III. ORGANIZATION AND IMPLEMENTATION

1. We first must define the major church areas and select the leading men in the church who would be suitable for developing the circulation in each major area.
2. Mr. Dart has asked that we be responsive to the desires of the ministers in each area

The Bulletin



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- and respond to your initiative. Please address your requests to our PT Circulation Department.
- 3. We are asking Mr. Art Mokarow to utilize the already established structure of AICF reps in each Church area to be the reservoir of personnel to be utilized.
- 4. A *Plain Truth* package is being prepared which can be used as a sales kit. The men will then have a standard proposal to make to stores, supermarkets, etc.
- 5. At some future date, the men will be brought in to Pasadena or, alternatively, several regional meetings will be arranged. This will enable a short intensive period of instruction to equip these men to go back to their areas and get the circulation going (sales kit will be provided).
- 6. The trained representatives would concentrate on locally owned outlets. National chains will be contacted from Pasadena.
- 7. Each area will have only a pilot circulation program to start with. There will
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WORLDWIDE CHURCH OF GOD

WORLD HEADQUARTERS
PASADENA, CALIFORNIA 91123

HERBERT W. ARMSTRONG
President and Pastor

GARNER TED ARMSTRONG
Executive Vice-President

October 27, 1976

To all ministers and supervisory personnel,

GREETINGS, in Jesus' name! Right now I'm sure all of you, from around the world, are back in your own areas and are busy once again in God's Work! As usual, I heard all the enthusiastic comments about "BEST FEAST EVER" from many individuals, several of whom said, that even though it may sound "trite" to once again repeat, "It was the best feast ever!"--no other words could describe it! That certainly echoes my own sentiments--and judging from the enthusiastic response, the love and warmth we met everywhere we went, and even the record-setting beautiful weather throughout the feast, it was the best ever.

In recent meetings here at Headquarters we have been discussing some of the overall trends we have been noticing in God's Work, and in the next few weeks I will be presenting to you men in the ministry some additional information on programs we intend instituting which we know are necessary and required to continually inspire and strengthen the membership of God's Church; to edify and instruct the flock in your charge; and to continually upgrade and improve your own effectiveness in serving the people in your care.

One of the exciting new programs we are planning--and beginning to implement--is the distribution of The PLAIN TRUTH through newsstands in the United States. I am particularly pleased to be able to directly involve the local ministry and membership in the "front-line" of getting out the Gospel. (I've asked Bob Kuhn to present in this BULLETIN the goals and objectives of the program.)

We still see, from time to time, the residual effects of those who would teach "another Jesus," and who "would pervert the gospel of Christ" in an attempt to disaffect members of the Worldwide Church of God. There is still a certain subtle drift in the attitude of some few who would assume it is no longer important to observe God's laws, and especially not terribly important to attend Church services, attend services at the Holy Days, or to tithe!

Recently, as a matter of fact, there have been several deacons together with a pastor of one of our churches who began to become affected by some of these false doctrines, and who have voluntarily withdrawn themselves from their responsibilities in God's Work. It is surprising, in a way, and yet I suppose it should be expected

because of the many admonitions throughout the writings of the apostle Paul, and even in the Sermon on the Mount and the Olivet prophecy, that during this last time we would find more and more individuals susceptible to "every wind of doctrine," and who could be spoiled "through philosophy and vain deceit," "strivings about the law," and who lose sight of the great goal of the Kingdom of God and the immediate urgency of performing the Work of God on this earth.

Jesus said, "Because iniquity shall abound, the love of many shall wax cold"!

At several of the feast sites, but possibly not all, I was trying to show that the biblical description of God's Church in that most dangerous age just prior to the breakout of the Great Tribulation is one of apathy, lethargy, sleepiness, and being lukewarm!

Immediately following my return to Headquarters, I called a meeting of several of our ministers and mentioned how for the past few years we have not thought it necessary to have our special series of assigned sermons for the sake of the new incoming freshman class, but that I thought it would be a good idea to reinstitute this procedure at this time.

Consequently, I have asked that four specially prepared sermons be preached for the next few weeks in all of our Headquarters churches which will give our brethren, including the many new members, visitors (always present at the Headquarters congregations), and, of course, the incoming student body some good solid doctrinal meat on the subjects of God's laws, the 10 Commandments, the weekly Sabbath, the annual Holy Days, and the subject of "law and grace."

I had lengthy discussions with some of our ministers here on exactly how to go through some of these subjects.

As I mentioned to you in the last couple of BULLETINS prior to the feast, and as I have continued to mention during the past several months, I have seen it proved time and time again how deeply our brethren appreciate the meaty, scriptural, doctrinal type message where the individual is led through chapter after chapter, scripture after scripture, comparing scripture with scripture, and carefully "wading through" a deeply biblical topic so that they feel that they thoroughly KNOW that biblical subject by the time the sermon is over!

I have continually appealed to all of you ministers to preach THAT KIND of sermon to your local congregations, and to AVOID the kind of sermon which is basically philosophical, dwelling on psychology, foreign religion, pet peeves, or any other subject which could be preached in practically any worldly church on any given day!

We will soon begin sending along outlines in these pages of suggested sermon topics for all of you so that you can use such

topics in your own pastorates in the weeks ahead. I am going to request that the sermons preached here at Headquarters by our assigned ministry will form the background for an outline which I can personally edit and go over together with a few others here including Mr. Dart, Mr. McCullough, Bob Kuhn, and send to you in a future BULLETIN. I am then thinking of REQUIRING rather than just suggesting, that these particular topics and the scriptures proving and expounding them be thoroughly explained to your congregations throughout the Church! At the same time, of course, giving you every latitude for your own personality and methods of expression.

If any minister in this Church would be either embarrassed or find himself in any difficulty over being requested to deliver a powerful sermon on the obligation of a truly converted Christian to obey God's 10 Commandments, not only in the letter, but in the spirit, to preach such powerful sermons on the requirement of a Christian to observe the Sabbath, keep the Holy Days, attend church, tithing, then I feel we have done both that individual and the congregation he serves a tremendous favor by discovering an undercurrent of a problem which could eventually mean his severance from the Work of God under more unpleasant circumstances. (I want to once again reiterate how pleased I am at the current program we have throughout the ministry which allows an individual to voluntarily become a "non-career minister" if he so chooses, or to drop out of the ministry altogether if he feels it is not his special calling.)

But under no circumstances can I imagine any individual remaining in a ministerial post, earning his living from the tithes and offerings of God's faithful brethren as administered through the Church Administration headquarters here in Pasadena, or through the International Division, and yet be unable to preach (with great conviction, personal acceptance and belief, and with power!) the fundamental doctrines and precepts of the Worldwide Church of God.

Furthermore, I think that any such individual who is able to rationalize remaining in a pulpit and receiving that salary, but continuing to preach "peripheral things" around in circles; pet peeves, philosophies, psychologies, cute stories, poetry, other religions, personal anecdotes, history, or what have you to the exclusion of biblical doctrine is hypocritical, to say the least. No minister should privately hold certain opinions contrary to fundamental Church doctrine, then continue to preach "around" such doctrine, convincing himself that he is remaining "loyal" simply because he is not being DISloyal. It is simply impossible for us to harbor negative attitudes concerning the soundest and basic doctrines of God's Church such as the law, Sabbath, tithing, Holy Days, etc. and convince ourselves we can AVOID preaching on these subjects, and yet do a creditable and faithful job by preaching other subjects and remaining away from the ones where we may harbor disagreements.

The forthright and honest thing to do, if such disagreements

exist, is to simply, candidly and openly state such disagreements to one's employer, and work out an amenable and equitable solution for withdrawal from the active ministry. In this way, there is no destruction of character, no hypocrisy, no pretense, and no disloyalty either intended or implied.

So let's all be doubly vigilant, fellows, as this world continues plunging toward the climactic days of what Christ called a Great Tribulation, by reminding ourselves continually that we live in that prophesied time where a "great falling away" is predicted, and where flurries and furors of false doctrines, philosophies, deceits, hypocrisies, strivings over words, arguments about the law, heresies and vain suppositions would emerge. I cannot fathom how anyone in his right mind could follow the teachings of some of these people, (one of whom predicted the bird sculpture would fly in formation to Jerusalem) but I have to agree with Barnum, "There is one born every minute." I suppose, though it seems incredulous to believe, that if the people in the first century could have swallowed the notion that Jesus had in fact already arrived on the earth, then people today can be hoodwinked and made to swallow some of the most obscene lies ever concocted.

As a part of the overall thrust that I hope to see in Church doctrine, I will be talking to our men in all of the research and editorial areas so that we can insure that good, strong, biblically and doctrinally oriented articles in these specific directions will be coming along in the GOOD NEWS magazine, and, if needed, new and updated booklets on some of these vital subjects. Furthermore, I encourage all of you to fulfill your assignments in our Systematic Theology Project and/or volunteer for new ones--it is important, but cannot begin to be compiled until the ministry of God's Church supplies the initial material as we've been requesting.

I have tried to encourage you in past months in this BULLETIN to preach "doctrinal meat" to your congregations; yet I do understand how easy it is for a pastor in a pulpit who may have had certain key visits in the past week, to preach about the specific emotional problems or spiritual problems of particular individuals in his church which shape and mould his thinking for his Sabbath sermons, rather than trying to wade laboriously through one of the fundamental doctrines.

Believe me, you are not alone in this. It is so easy to assume our congregations are astute, knowledgeable, and "have heard all of that before," in trying to choose one of these fundamental topics for a sermon. Nevertheless, when you stop to realize the rather continuous fluctuation in average congregations, the inevitable few new people each week, the visitors, those young teenagers who for one reason or another may perk up their ears and listen to any given sermon, and even some of the elder members of the Church who have been sitting there for years never having really understood as thoroughly as they should have some of these basic doctrines; perhaps it will help you to be motivated to preach strong sermons on subjects you feel you know so well.

As I said to the fellows in our meeting here, if I were going to preach a sermon on the subject of "law," I would no doubt begin with the fact that we were living in a lawless world, quoting what Jesus said in Matthew 24--that the love of many will wax cold because of a growth in lawlessness--mentioning the crime in the streets prophecy in Ezekiel, delving into the meaning of the word "law" from the Greek and as it is conceived in our Western world, and then perhaps talk about the rise in disrespect for law, governmental authority, officials in high office, and the increase in crime.

Subsequently, I would show that human nature itself (Rom. 8:7) is contrary to and is "not subject to" the law of God, NEITHER INDEED CAN BE!

I would show that Satan the Devil is the author of lawlessness and rebellion, and then begin by showing the giving of instructions (laws) to Adam in the Garden of Eden. I would include a whole section in the sermon on the 10 Commandments being in existence PRIOR to the giving of the 10 Commandments on Mount Sinai--showing that the men of Sodom were sinners exceedingly before the Eternal, and using the New Testament definitions of sin and the wages of sin to prove that these men, as well as others in various communities of that era of time, were under the condemnation of death because of their sins.

As we used to do years ago in the second year Bible class, I would wade through each one of the 10 Commandments specifically, showing that each one of them was known and fully in force long prior to the codification of the law at the foot of Mount Sinai.

Then, I would go through the 10 Commandments themselves, and subsequently show (Deut. 28, Lev. 26) that Israel was blessed for obedience, and cursed for disobedience.

I would show that in every great restoration of God's way and God's government under the kings of Israel it was a restoration of God's LAWS, and most specifically the weekly Sabbath and the annual Holy Days that caused an outpouring of God's blessings upon the nations, and that it was drifting AWAY from these laws that caused the cursings and ultimate captivity.

I would show Jesus' teaching of the law, most especially the Sermon on the Mount, and several examples of how much more BINDING is the spiritual application of the law than merely the application in the letter alone.

I would especially emphasize the fact they are blessed who both do and teach the "least" of these commandments, and point out how Jesus told the young man (Matt. 19:17) "If you will enter into life, keep the commandments!"

I would go back to some of the scriptures we have used over the years in I John concerning the keeping of God's 10 Commandments,

show that Jesus kept them in the spirit, and that He is to live His life in us, and that Jesus Christ is the same yesterday, today and forever!

I would probably utilize many examples of the apostle Paul, and most especially some of those very strong admonitions such as "Yea, I establish the law," and that the law is "holy, just and good!"

I would far prefer all of you men to be able to use your own personalities, your own research, and your own unique way of expressing things, with analogies and examples as they come to you through your own inspiration in staying close to God in the study of His Word, than necessarily feeling obligated myself to preach all of these topics to God's Church at large.

However, I do hope that at least from time to time I can continue as I have in the past, to bring messages to the entirety of the congregations around the world, and, having already seen and sensed this need, at least to some small degree, perhaps I can devote at least one sermon in the near future to a subject of this nature.

It was not my intention here to completely outline a sermon on the subject of the law, but as I think about it, it would just seem to me that this would be a logical way to present the subject.

Lest any get the wrong impression, any uncertain approach toward God's law is extremely limited. Nonetheless, I did feel responsible to deal thoroughly with the subject. In fact, I am asking our Systematic Theology Project to emphasize all topics pertaining to "God's Law" so that we can distribute these to the ministry in the near future. It should prove to be a good start--and example--for the entire project.

Furthermore, there is far more good news than bad. I had not planned on making a formal announcement at this time, but I have had the pleasure over the past few months, of quietly lifting the disfellowship of several individuals whom we all know and love. I want to "low-key" it for now--but the first steps have been taken and I thought you would appreciate knowing it.

Currently, my father is once more on an extended overseas trip, and I have sent him one fairly lengthy telex, together with another lengthy letter within just the last few days. We will have reports as we receive them from either my father or Mr. Rader, which I am sure you will read in the pages of the WORLDWIDE NEWS, or here in the BULLETIN.

I hope all of you had an opportunity for at least a few days relaxation during and after the Feast of Tabernacles. Of course as you know, if any of you are hunters or fishermen, I wish you well in any opportunity you have for recreation! Personally, I hope to take a few days off and knock over a deer, if that is

possible, in Colorado and will be back hard at it at the radio studio and at my desk very shortly after you read these lines.

That's about it for now; thanks again for the tremendous help all of you provided at the Feast of Tabernacles. It was good to see so many of you personally again--even though we had such a whirlwind Feast we couldn't spend anywhere near as much time with you socially as we desired.

Until next time...

Your brother in Christ,



Garner Ted Armstrong

P.S. I have just dictated the special letter to the brethren regarding the income drop following the Feast--after Ray Wright, our Business Manager, informed me of the need. (You probably have already received the letter.) I expect all of you to encourage and exhort the brethren to do what they can to help fulfill the commission for which we all have been called by our Creator. We would very much appreciate it if you could discuss the situation this coming Sabbath.

NOTE: As the BULLETIN goes to press, Jack, Gordon and Mark report PTs "flying" out of the Atlanta airport at a rate of over 800 per day. Will keep you informed. -- R. Kuhn

NEWSSTAND PROGRAM

(Continued from page 218)

thus be a suitable base and *trained manpower* to enable major expansion anytime.

Proper planning, coordinating, design and logistics are critical for the ultimate success of the program. Consequently, we will be increasing the size of our distribution *gradually*, and expect to take a sizeable jump in circulation in the May/June/July time period.

We are all very excited about the potential of this program. Especially because the ministry will be fully involved! Consequently, we need your direct participation in the planning and implementation. (And thanks to Mr. Dart, the Area Coordinators and all of you for being so supportive!)

PASTORAL ADMINISTRATION

(Continued from page 217)

will take over the Tampa church in addition to his other responsibilities.

Along similar lines, I've been asked by many people about Carl Koellner's termination. In his case, he was terminated as a result of serious breaches of ministerial ethics as well as fundamental doctrinal disagreements.

I hope that occasional resignations and/or terminations in the ministry do not induce any feelings of insecurity in the field ministry. These decisions are made very reluctantly and after much thought and consideration. The causes for termination from the ministry are not trivial. They involve loyalty, integrity, faith, competence, aptitude and performance.

When you receive the laying on of hands as a minister of Jesus Christ, many of the liberties you enjoyed as a lay member are no longer yours to exercise. It is no longer enough that what you are doing is "lawful" — it must also be "expedient" (beneficial to the Church — I Corinthians 10:23). Then, when you go full-time on the payroll of God's Work, you take on still another responsibility. When you endorse that paycheck and cash it, you take on a responsibility to the institution that issued it. If at any time you feel that there's a conflict between your loyalty to God and your loyalty to the institution, then it's incumbent upon you to find an *honorable* means of resolving that conflict. And it is not honorable to cash the paycheck while you undermine the institution that issued it. But then, there I go preaching again.

AVAILABLE PASTORATES

The following is a preliminary list of pastorates that will be available next summer. If you would like to be considered for one or more of the openings, you may submit your request on the new transfer forms which you should be receiving at any time.

Church/Circuit	Weekly Attendance	Pastor
Chicago, IL Southside	293	Carlos Perkins
Louisville, KY	295	Bill Roberts
Davenport, IA	110	Tom Tullis
Bluefield, WV	244	Bill Moore
Phoenix, AZ pm	391	Fred Davis
Richmond/Norfolk, VA	241/187	Roy Holladay
Flint, MI	363	Doug Taylor
Appleton, WI	255	Jess Ernest
Raleigh/Fayetteville, NC	302/223	Al Kersha
Jacksonville, NC	166	Vince Szymkowiak
Rochester/Syracuse, NY	165/144	Don Samples
Hartford, CT	124	Jim Rosenthal
Wheeling, WVA	417	Keith Walden
Huntsville/Florence, AL	160/84	Jim Tuck

Additional lists will be published as these pastorates are filled and new vacancies created.

On a happier note (at least I think it's happier) after careful discussion with Mr. Ted Armstrong, we decided not to change the fleet program for the time being. I could go into a lengthy explanation here of the reasons we looked at it and the reasons for the decision, but since we decided not to make a change, perhaps it's redundant. There may very well be some administrative changes in the program we now have, but at the moment it appears to be in the best interest of the Work and of the field ministry to continue with a company-owned fleet program.

Other good news is that we have appointed Randy Dick as pastor of the Jacksonville-Gainesville churches. Since it is his first pastorate, he deserves our congratulations and needs our prayers. We had a shortage of applications this time around (due probably to timing, children in school, etc.) so we decided to appoint Jim Tuck as acting pastor of the Huntsville and Florence churches until next summer. At that time, it can be assigned to a minister completing his sabbatical. Since Jim and his wife have no children, they were happy to make the temporary move and grateful for the chance to serve the brethren in Alabama.

As a result of these changes, we have also rehired the first of the MT's (now an LE) we laid off

earlier this year; Doug Horchak is being assigned as assistant pastor in Washington, D.C.

That's about it for now. Those of you who are pastoring churches will be hearing from us again in about two weeks with a new pastoral supplement we hope to send out in the two-week slot between BULLETINs. It will contain material designed especially for the pastors of churches. Until next time then.

In Christ's service,
— Ronald L. Dart

ADMINISTRATIVE UPDATE

Pastoral Instructions

A number of ministers have requested a list of all current Pastoral Instructions to make sure they have received and filed a complete set. We felt enough of the ministers would use such a list if printed in the *Bulletin*, so here it is:

- 2.3.1 Pastor's Report (August 15, 1976)
- 2.3.2 Post Office Boxes (June 8, 1976)
- 2.3.5 Pastor's Office System (June 24, 1976)
- 2.4.1.2 Local Church Property Insurance (August 30, 1976)
- 2.4.3.1 Church-owned Buildings (November 10, 1974)
- 2.8 Member Disassociation (December 22, 1975)
- 2.9 Marriage Ceremony (August 1, 1974)
- 2.9.1 License to Marry (May 3, 1976)
- 2.16.6 Social Activity Insurance (May 27, 1976)
- 2.24 Legal Problems (September 15, 1974)
- 2.24.1 Local Funding Tax Deductions (September 15, 1974)
- 2.24.2 Ministerial Home Tax Exemption (November 10, 1974)
- 2.24.3 Social Security Exemption (September 15, 1974)
- 2.24.4 Fleet Car Payments (September 1, 1974)
- 2.24.6 Second Tithe Contributions (December 24, 1975)
- 2.24.21 Selective Service and Military Discharge (March 2, 1976)
- 3.2.1 Loans (September 30, 1974)
- 3.2.3 Hall Rental (January 19, 1976)
- 3.2.3.1 Hall Insurance (March 25, 1976)
- 3.2.4 Starting New Churches (November 7, 1975)
- 3.2.7 Expense Reimbursement System (January 19, 1976)
- 3.2.7.1 Traveletter System (September 1, 1974)
- 3.3.4 Holy Day Offerings (March 21, 1974)
- 3.3.6 Special Donations (September 15, 1974)
- 3.5.1 Ministerial Supply System (January 13, 1976)
- 3.5.2 Supplies — Spokesman Club (April 13, 1973)
- 4.5.3 Fleet Program (May 26, 1976)
- 4.5.3.1 Gelco System (December 15, 1975)
- 4.5.4.1 Ministerial Housing Allowance (January 13, 1976)
- 4.5.6 Insurance (Summary) (August 13, 1975)
- 4.5.7 Sick Leave (September 15, 1974)
- 4.5.9 Vacation (June 23, 1976)
- 4.5.10 Paid Days Off (September 15, 1974)
- 4.5.11 Leave of Absence (September 15, 1974)
- 4.5.12 Miscellaneous Time Off (September 15, 1974)

If you find you are missing any of the Pastoral Instructions listed above, you may request copies from Ministerial Services. (Note: The Ministerial Manual, and hence the individual Pastoral Instructions, are sent only to U.S. field ministers who are employed by the Church.)

Ted Herlofson

Media

TV GIVEN IFPA AWARD

On October 2, the Television Department was honored by the Information Film Producers of America (IFPA) at their annual meeting in Palm Springs. On hand to receive the presentation of the Eugene C. Keefer Memorial Award were Dick Quincer and Larry Omasta.

This summer three programs for the 1975-76 season were submitted to the Information Film Producers of America for consideration in the 1976 Awards series: (Alcoholism) *Here's to Your Last Drink*; *American Farmer: Caught in the Middle*; and *Alternate Energy Sources*.

Just to give you a bit of background, the IFPA is a body of professional individuals within the television and motion picture industry whose primary purposes are for the advancement of television and motion pictures and the maintenance of the highest professional standards. Any organization may submit productions which are first screened through the twelve local chapters throughout the country. The top entries are forwarded to a Blue

Ribbon Panel at the IFPA headquarters in Hollywood. This panel consists of producers, directors, and executives from the industry who are considered the best in their field. The assembled entries are then rated by the panel determining first, second, and third place winners.

To best describe the award I would like to quote the Executive Vice President of the IFPA, Jack Oswald:

"Over the last ten years the IFPA has given what we call an in-plant award. It has gone to people like North American Rockwell, General Dynamics, McDonnell Douglas, Marton Marietta and Aetna Life Insurance. Basically it recognizes the professional in-plant production capability, in other words, here is an organization, whether the industry, government, education or business that has a complete and professionally competent capability that deserves a recognition of merit. I think Ambassador Television is the first principally television-oriented organization that has been awarded it.

"One of the reasons you received the award is the broadness of your scope, the fact that you have the video pod, your film library retrieval system, the CMX editing, and many other impressive production features.

"The IFPA is trying to recognize the importance of where professional people are going in terms of keeping abreast with technology and using the state of the art. I think you all are doing quite a lot in that respect. In other words, it isn't an award that is given to any individual show or a series, it's to the production company and the professional people who make it work. You're the only education-oriented institution that has a production facility that is really going beyond the ordinary."

Mr. Oswald is chief of the huge television and film operations at Norton Air Force base, employing around 550 people.

The award is very impressive looking and is worded as follows:

THE EUGENE C. KEEFER MEMORIAL AWARD
for
Outstanding Professionalism
in
Information Film Production

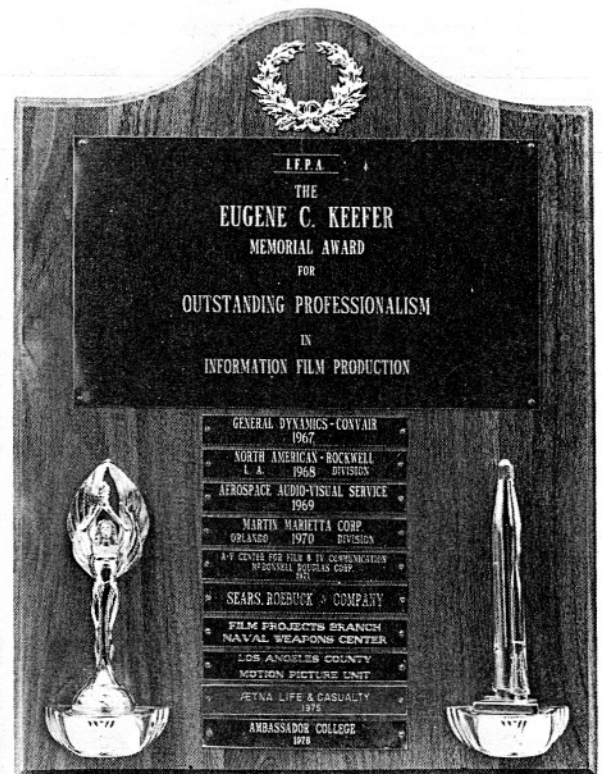
I would like to thank all the employees in the department whose efforts made it possible to receive such a prestigious award. A special thanks to the men in the engineering department who work long hours to maintain and install all the complex equipment necessary for shooting, editing and syndicating the programs. Their names are

usually never in the credits, but their contribution is certainly as great.

Most of our employees were never trained in broadcasting before coming to Ambassador. This was certainly no disadvantage since they were not trained under the "union syndrome" that dominates the industry and ingrains some very bad working habits. At Ambassador we can cross train people so they know more than one job and carry multiple responsibilities. For example, our editors are not only able to run the complex editing controls but are also trained on cameras, switchers, videotape recorders, graphics generator and numerous other tasks. Understanding the other functions allows the editors to devise means of speeding up an operation. We have received many comments from our outside clients in regard to the ability, speed, and especially the good attitude of our people.

These factors coupled with the determination to get the message out is what has produced a team of employees here in the Television Department that deserve the award of Outstanding Professionalism.

Now to other news: Progress on the one-hour Egyptian special is proceeding very well. I hope



IFPA AWARD — This prestigious award was recently presented to the TV Department. See accompanying article for details.

most, if not all, the members will be able to see the special when it runs during November, December, and perhaps January. We plan on transferring the Egypt special to 16mm and 8mm film, so if your area is not covered by the broadcast we will supply you a print. I am certain all of the members would want to see Mr. Armstrong's excellent one-hour special, "What is a True Christian?" which was taped in Pasadena this June. The special was just recently transferred to film and ten copies are now available for your use.

— John Lundberg

Publishing

GN BOOKLETS UPDATE

Just returned from a very exhilarating two weeks in Canada where we had the opportunity to spend a great deal of time with the former Publishing Division head (my former boss) and newly appointed director of the Work in Canada, Mr. Wayne Cole. We had a great feast which I'm hoping to report on in the WN.

I thought I'd take the time to let you know something of the continuing success of some of our "secular" booklets. The booklet "What's Behind the Energy Crisis?" is an example. That booklet was updated, edited and virtually rewritten in 1975 by GN Associate Editor George Ritter. Since that time it has enjoyed great success. Over 400 copies were distributed at the annual meeting of the Kentucky Oil and Gas Association last June. The president of the association was "very impressed" by the booklet. Following the meeting, Milton S. Yunker, Public Relations Director for the KOGA, asked for an additional 150 booklets to distribute to "the most influential newspapers in the United States."

The Independent Oil and Gas Association of West Virginia also requested a substantial number of these booklets for one of their meetings in July, 1976.

About 180 copies of the energy crisis booklet were sent to the Governor's Bicentennial Youth Congress in Savannah, Georgia, last February.

The "What's Behind the Energy Crisis?" booklet contains a full page ad for *The United States and British Commonwealth in Prophecy* as well as a coupon for *The Modern Romans*. So these secular booklets, in addition to being relevant to the big issues of our day and time, are also valuable tools for getting the stronger, more religiously oriented materials into people's hands.!

We certainly appreciate those hard working, dedicated writers and researchers who work in relative obscurity to produce these valuable booklets.

The following is from Gordon Muir: "I think it should be recorded as a response that our representative in Kentucky, Gerry Russell, who placed the PLAIN TRUTH distribution stand in the Student Center at Morehead University has been personally approached by the Vice Chancellor and asked for a supply of 1,000 of our alcohol booklets and 1,000 of our drug booklets for distribution to the student body."

— Brian Knowles

Mail Processing

Mail Processing is very busy working on the Feast mail backlog, so this update in *The Bulletin* will be necessarily brief. We estimate that there are still about 60,000 letters yet to be processed, but we should be caught up in another two weeks.

Mail Activity

The letter count for the month of October (as of the 25th) is holding its own at 88,347 letters. Although this is not as much mail as we received at this point in October last year, our *total* year-to-date mail count is ahead of 1975 by about 6.4%.

Good WATS Potential

Another bright spot is the prospect for good increases in the WATS area. Plans by various media departments call for a number of "spot ads" in prime television markets across the United States. Cities presently involved are Hartford, Connecticut; Indianapolis, Indiana; Portland, Oregon; Denver, Colorado; and Birmingham, Alabama.

These ads are to be aired 25-35 times per week in each area and will offer the *Modern Romans* booklet for viewers to request via the WATS line. It's anticipated that these spot commercials will result in new records being set for the number of daily responses received! We are gearing up for this response by the installation of more telephones.

Subscriber Development Program

The Subscriber Development Program is continuing to move ahead vigorously, with certain areas performing exceptionally well. Offers of Mr. Herbert W. Armstrong's co-worker letters to selected donors have resulted in approximately

11,000 responses since the first of September. This indicates that a substantial number of our interested donors are happy to be considered co-workers with us in this great Work, and appreciate having a deeper relationship with the Work. Also, innovations in our receipt designs and thank-you letters have brought in a 26% and 30% response to recent literature offers which accompanied them.

That's about all the news from MPC at this time.

— Richard Rice

Y.O.U. UPDATE

Greetings from Pasadena,

With another very exciting, action-filled feast behind us, we are starting to dedicate most of our time to the big events to take place over the next couple of months.

The Feast of Tabernacles was truly the best feast ever for all of us. Several young people have commented to us that it was the best feast ever for them, too. I think you will find many of your local youth will agree. Most of the youth activities came off without a hitch. The Youth Center seemed to go over extremely well. In almost every site they paid for themselves. The teens seemed enthusiastic about youth to help with parking throughout the feast. He had almost seventy teens show up.

We want to thank all of you for your help before and during the feast. Many of you supported Y.O.U. through your announcements, sermons, helping with the Y.O.U. activities at the feast and in many other ways. We very much appreciate your help and support. Without it the program would not be possible. If any of you have suggestions on how we can improve our feast program, we would appreciate hearing from you during the next month. We will be having several meetings after Thanksgiving to discuss future festival programs. Again, thanks for your help in making it so successful.

Youth Conference

Plans for the Youth Conference are coming along very well. By now all of you in the U.S. should have received a packet of material describing the conference in some detail. (If any of you haven't yet received a packet, please call us on the WATS line and leave a message that you need the youth conference information. We will send it to you immediately.)

We need to have the registration and transportation forms for your local Y.O.U. representa-

tive to the Youth Conference in our office by December 1. Hopefully, most of you have already selected your representative and it is just a matter of getting the form filled out. We will be contacting the representative directly regarding transportation and registration arrangements.

Several of you have asked about attending the Youth Conference yourselves, or about having your Y.O.U. Coordinator attend. As far as we are concerned, any minister or Y.O.U. Coordinator who can get time off from work and *can pay his own expenses* is more than welcome to attend the general sessions of the conference. We have to keep the workshop sessions closed. They will be for the youth and the adult moderators only. If you plan to come you should also confirm your own housing arrangements. I wish we could pay everyone's way, but that's simply not going to be financially possible.

Summer Educational Program

Plans are already well under way for making next year's summer camp activities at Orr, Minnesota better than ever. The gymnasium building in Orr is rapidly nearing completion, and when it is it will add an entirely new dimension to activities at camp. Rain will no longer be the problem it has been in the past. We are refurbishing many areas of the camp and adding a lot of new equipment. For all those who are able to attend, it should be a very memorable time.

It is not too early for parents to start planning now on sending the children to camp next summer. By planning ahead, most of the financial obligation can be taken care of before the summer. It is also time for any of your clubs to start making plans if they want to sponsor someone to camp next summer.

We will be giving you a lot more information on S.E.P. in the next few months. We're currently working on a brochure for camp which will show exactly what goes on. This will be sent to you as soon as it is ready.

— Jim Thornhill

Sermon Outlines

THE PURIFYING PROCESS

Introduction:

Over the past several years questions have been asked such as: "Why so many defections from the ministry and ranks of the Church? Why so many changes? Is there something wrong with the Church?" These questions have been asked by those within as well as those without the Church. Some are still asking and wondering.

I contend that we don't have to be embarrassed in the least or apologize for God's Church. Neither we nor the members need wonder why the Church has, is, and will undergo difficulties. The Bible spells it out if we have eyes to see. Instead of asking uncertain questions, we can approach the task at hand in a positive and faithful manner. This is made possible by understanding the process that Christians go through individually and collectively.

Body:

WARNED AHEAD OF TIME

God's way has always been to send a warning to His people before sending punishment and/or sore trial (the Flood, captivity, Great Tribulation, etc.)

Matt. 24:10-14 — Jesus clearly said we would face a crisis of the Spirit that the faithful would have to endure while others turned away.

John 15:2 — Jesus said He would purge His Church. 1) Those not yielded to God are removed. 2) Those who are *yielded are purged* to produce more fruit.

I Pet. 1:7 — The purifying process requires pressure to refine us and it is a positive, not negative process. That is why we can rejoice and know that all things work for good.

John 15:5-6 — The purging process draws the truly converted closer to Christ through the realization of their own helplessness. Verses 19-20 — Jesus said we would be hated and persecuted.

John 16:1-4 — Jesus warned us ahead of time so we would not be confused or offended.

Matt. 13:21 — Those who do not turn to Christ and bear good fruit will be offended.

Psa. 119:165 — The Psalmist tells us we will not be offended if we love God's law. The obvious conclusion then is that those who are offended haven't learned to love God's law.

THERE IS A REAL DEVIL

II Thess. 2:10-11 — God sends strong delusion

so those who don't love the truth can justify their evil desires. Verse 12 — believed not the truth, but had *pleasure* in unrighteousness. Verse 9 — They follow Satan rather than God.

I Tim. 4:1-2 — The Devil seduces those who are ripe for rebellion.

II Tim. 4:3-4 — They turn to the fables of false teachers.

II Pet. 2:1-3 — Many shall follow those who speak evil of the truth.

I Cor. 11:19 — There must be heresies to separate the just from the unjust.

Man must learn to go God's way and to voluntarily embrace it. Before we will, we must be humbled through the knowledge of our own ineptness.

GLORY IN GOD, NOT THE SELF

I Cor. 1:26-29 — We must realize what we are both individually and collectively. God uses us, but in such a way that we look to Christ rather than self. We must be convinced only Christ's return will produce the Kingdom of God on earth. We are being given the opportunity to see that we can't do it of ourselves.

II Cor. 12:7-10 — Paul's affliction is a type of the afflictions affecting the Church — lest we exalt ourselves. Verse 7 — The Church is buffeted by Satan. We are allowed to make mistakes so that we might learn even as Abraham, Moses, David, etc.

II Cor. 11:3-4 — The Devil is waging a battle for our minds and only those who truly love and serve God will survive.

Eph. 6:11-18 — The battle is real, not academic.

War is rough — a good soldier must be prepared for the worst, must be properly trained and armed. There are casualties in any battle. When the Marines hit the beaches of Iwo Jima they knew it would be rough. Early units were decimated, but the survivors continued to fight. New troops were brought in to fill the gaps until finally the victory was theirs.

In our battle no one who loves and serves God to the end will suffer the second death.

I Tim. 6:12 — Fight the good fight.

Matt. 24:46-51 — The righteous will continue to do the work.

The reprobate will find an excuse to sin.

Rev. 3:8 — The church has only a little strength. God provides only a little of what we and the world need now.

Verse 10 — Those who are faithful will be spared. God is opening and closing doors. The Press at Pasadena, the Bricket Wood campus,

Imperial Schools, etc., were closed not because God is no longer with us, but because He is. Doors are opening in radio, TV, contacts with world leaders, literature distribution. Those who continue in faith will be on the winning team.

John 4:23-24 — We have been called to worship God in spirit and in truth. Verses 34-36 — The harvest is ready now. Reap and receive your wages.

Conclusion:

So you see, there is absolutely no need to be ashamed of the Church or Work of which Christ is the head. We needn't wonder what is happening or why. It's sad when others fall, but it needn't happen to you.

— Nelson Haas
Pasadena, Calif.

LESSONS IN THE BUILDING OF GOD'S WORK TODAY

Introduction:

God is building His Church (Matt. 16:18; I Cor. 3:9). An initial phase of expansion in the first century A.D. was followed by persecution and scattering, then a long lapse of nearly 2,000 years in doing the Work of God.

Today the building of the Church and Work of God has resumed. There are many lessons we can learn from the accounts of the rebuilding of the Temple in Jerusalem during the time of Ezra and Nehemiah. Let's notice some interesting parallels between the two.

Historical Setting:

First Temple built by Solomon (c. 972-967 B.C.) in Jerusalem. Some 400 years later, Nebuchadnezzar invaded Jerusalem and destroyed the city and the Temple (604-586 B.C.). Captives were taken to Babylon. Then came the Persian Empire under Cyrus (539 B.C.) and his policy of repatriating people. Ezra 1 ff picks up the story.

Body:

I. WILL FACE ENEMIES AND OPPOSITION IN STARTING AND DOING THE WORK

A. "Let us build with you . . ."

Ezra 4:1 ff

II Kings 17:24, 33

Samaritans were seeking to be included in the rebuilding of the Temple. We must always resist the temptation to join forces with idolaters while doing God's Work today.

See HWA Autobiography Vol. 1 pp. 385-6.

Acts 20:29-32

II Cor. 6:14

Samaritans forced building of Temple to stop for 15 years compared to nearly 2,000-year lapse preceding Work of God today.

Ezra 4:24

B. Enemies content to mock while work looks weak.

Neh. 4:1-6

II Pet. 3:3-4

Neh. 4:3, especially, reminds us of scoffing Mr. HWA had to face in early years of building the college: "This is all going to fold up," etc.

C. Active opposition by enemies once progress is made.

Neh. 4:6-8

John 15:20

D. Attempts at distraction from the work to be done.

Neh. 6:2-3

Matt. 10:17-18

E. False accusations made against the work.

Neh. 6:7-8

I Pet. 3:16

F. Intimidation and personal threats made.

Neh. 6:10-12

Acts 4:1-3, 15-18

Acts 5:18, 40

G. In the end, enemies must admit it was the Work of God.

Neh. 6:14-16

Rev. 3:9

II. MUST MAINTAIN RIGHT PRIORITIES

A. Fifteen year lay-off in building the Temple. Rise of prophets Haggai and Zechariah. Time of famine and shortages. People felt it was an inappropriate time to be called on to do the Work of God (Hag. 1:2). Personal interests were put first. These trends in society and Church today. Physical needs not met.

Hag. 1:1 ff

B. People repented, blessings restored once priorities were set straight.

Matt. 6:33

Hag. 2:19

III. DON'T DESPISE A SMALL START

A. Even with right priorities, people tend to get discouraged. This is true in personal lives and in the Work. People compared their efforts to first Temple and were disheartened.

Hag. 2:3-4

We may be tempted to look back to the work of the early New Testament Church (Acts 2:41) when 3,000 were baptized in one day. We read of the many miracles and gifts of the Holy Spirit evident then and may wonder "Where are these today?" Or compare our work to the vast size and scope of churches in the world today.

- B. Don't despise small beginnings. God has set an open door before us despite our little strength.

Zech. 4:10

Rev. 3:8

- C. Our Work today is a preparation for Christ's return.

II Sam. 7

I Chron. 22

Be content to *prepare* for God's Kingdom just as David set materials aside and prepared for the Temple Solomon was to build. He was content with preparing the way for the first Temple which he, himself, would never see.

- D. We will see the fruits of our preparation for God's Kingdom at Christ's coming and thereafter.

Hag. 2:6-7

IV. THE WORK IS DONE BY GOD'S SPIRIT

- A. God's Spirit is always with us and it is the Spirit, not human strength or ability, that does God's Work.

Hag. 2:4-5

Zech. 4:6

- B. Christ said, "All power is given to *ME*, go *YOU* therefore . . . We must do the work relying on Christ to strengthen us and work through us.

Matt. 28:18-19.

— Alan Redmond
Winnipeg, Manitoba
Canada

For Your Interest...

PLEASANTLY SURPRISED

Greetings from Pasadena!

I thought it might be of interest to readers of the *Bulletin* to hear from someone who had been transferred back to Pasadena after being away for six years. Mr. Ted Armstrong asked me to return to Pasadena to work in community relations for the College and Foundation after spending six profitable years at Big Sandy in a similar capacity.

I had heard the usual obscure rumors that Pasadena had become "cold and impersonal" and that the "red tape" was unbelievable. Well, needless to say, I was most pleasantly surprised to find just the *opposite!* My family and I were warmly welcomed by everyone and immediately felt right at home. I have received calls and memos from people working here at Headquarters congratulating me on my new responsibility and offering help in any way they could. It has really been inspiring to see the spirit of cooperation that exists here. I have had many small things come up where I needed assistance and in every case I have received tremendous cooperation. I also have the opportunity of working with Robert Kuhn on a daily basis and certainly appreciate his enthusiasm, wisdom, overall ability *and* approachability. I wish all of you could get to know Robert better and have the opportunity of working closely with him. I can't say enough good things about my experience in returning back to Headquarters.

By the way, if any of you ever have questions about the college or the Foundation please give me a call or drop me a line. If I don't have the answer I will certainly try to get it.

All the best to all of you in your responsibilities and may you experience the same cooperation and esprit de corps wherever you are serving in God's Work as I have here in Pasadena.

— Bob Haworth

IN APPRECIATION

I wish to take this opportunity to again thank all of you ministers of God's Church for the warm hospitality which you extended to me on my recent summer tour. Everywhere I went, I was given a hearty welcome and was accorded every consideration, assistance and hospitality which you ministers were capable of rendering. Again, a great big thanks to all of you for making my tour such an enjoyable, as well as profitable, tour.

During my tour, you ministers offered — and sometimes almost insisted — that I spend the weekend in your homes. And even though this wasn't at all necessary (since I had every necessity and many conveniences supplied in my "Condor" motor home) nonetheless, after spending most of the week in the Condor, it was a welcome change to be able to have a little elbow room. But most of all, it was most gratifying for me to be able to spend more time with you — getting to know all of you better. And, hopefully, you not only got to know me better, but you also were enabled to spend more time with me that way, asking ques-

tions about God's Headquarters, about various doctrinal points, etc.

On my summer tour, I traveled over 15,000 miles. It was my privilege to speak to two churches on most of the Sabbaths. This gave me an opportunity to speak to between 700 and 800 each Sabbath, and since my tour covered a period of twelve Sabbaths, I got to speak to about 10,000 people. And I also had an opportunity to visit with many of the brethren as well as with the ministers in the various church areas I visited.

Without exception, I found you ministers enthusiastic, loyal, dedicated to the job which Christ has called you to do. I did, however, notice one lapse. Even though this is America's Bicentennial, I seldom if ever heard any of those who opened or closed in prayer pray for our national leaders. God's Word clearly admonishes us to do this, and it not only applies to our private prayers, but should, I feel, be done fairly regularly at our church services. Notice Paul's admonition on this important point:

"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" (I Tim. 2:1, 2).

And don't some of us — just like we become careless in not praying for our secular leaders — become a little lax in our prayers (both in private and before the Churches of God) for those human servants whom God has set over us? How about encouraging those who open and close with prayer before the Church to remember Mr. Herbert Armstrong and Mr. Ted Armstrong regularly in their public prayers?

Finally, I once again wish to echo my earlier expressed sentiments to all of you ministers: Thanks for going all-out to make my summer tour both enjoyable and profitable!

— Raymond F. McNair

MINI-STUDIES HAVE MAXI-IMPACT

How are your Bible studies working out? Since the policy change in the early fall of 1975 that cancelled most of the large Bible studies, has interest in your area increased or decreased? When we received instruction to discontinue the larger studies to help the financial situation and to switch to "in home" or smaller studies, I was skeptical. "How can I spread myself any thinner?" I thought. "How can we serve everyone with Bible

studies? Where can we obtain free meeting rooms?"

I believe several areas have dropped Bible studies all together, and others have an occasional study in one area or another simply because they just can't get to everyone. But if you haven't tried the smaller, more informal type study, you are really missing something.

All the ministers I've talked to who have organized smaller studies feel they are more profitable than the larger studies. Every member I've asked also enjoys them much more. In fact, they are very enthusiastic about them!

The smaller studies are better in many ways. If you organize them properly there is actually less work and preparation for you simply because you give the same subject in several areas over a period of time. It is also much easier and less expensive for the brethren to attend in their own little town or area. And you can tell new P.M.s that you have a Bible study right in their own town, which encourages them to be involved.

You will actually increase the number of people attending Bible study. We have increased adult attendance from about 30% of total church attendance for the big studies to 40-60% on the weeks we hold our series of mini-studies. Depending on your available qualified manpower, you can have studies once or twice a month in several areas and alternate your subject matter, first giving the subject in one area and then in another. And to further increase our effectiveness we make full use of the elders. For example, since we have a total of three elders we schedule three studies all on the same night and each elder takes a study, sometimes assisted by a deacon. You can modify this plan to fit your area.

We are also scheduling deacons and leading men to present a small subject (10-minutes) each study, and in this way they are gaining more experience teaching and in fielding questions on a great variety of subjects. We have six active studies in local and outlying areas from Youngstown with an average attendance ranging from 15 to 60. Often question-and-answer sessions will go for ½ to ¾ hour and have to be stopped because of running overtime. You will return home with a good sense of fulfillment after each study, usually with requests and questions that will stimulate you to prepare for the next one. And you'll be looking forward to it eagerly.

We have found many banks which have very fine community rooms they are happy to let groups use free of charge. Some cookies and coffee will add to the enjoyment of the evening

and you'll finally have to tell people to go home!

Have you been wondering if the little studies are effective? "Try 'em, you'll like 'em."

— Eugene Noel
Youngstown, Ohio

WCG OUTREACH

Editor's Note: The following article appeared in the *Raleigh Times*, Raleigh, N.C. on August 12, 1976. It shows how the Church is becoming more of a credit to local communities by letting its light shine through practicing "pure religion."

— Managing Ed.

Friendly Visitor Volunteers lend helping hand to aged

By LYNNE WOGAN
Times staff writer

Al Kersha is one of only four men among 40 volunteers who take part in the Friendly Visitor Program of the Wake County Council on Aging.

"I don't know why volunteering doesn't attract the interest of more men," said Kersha. "It's people helping people."

Kersha visits Rubin Young, a 79-year-old retired lumber company truck driver, who lives alone in a four-room house in South Raleigh.

Visits and a helping hand from Kersha as well as from friends and neighbors are what makes it possible for Young to remain in his own home.

A neighbor stops by each Friday evening and takes him to a nearby grocery store. Young doesn't drive. He had a cataract operation several years ago, and since then, he said, "I just haven't been able to get my eyes back like they used to be. I can hardly see without my glasses."

When Young bent his glasses frame, Kersha took them to the optometrist and waited while the glasses were repaired.

"I have a good neighborhood. But most of the people work," Young said, adding that visits from Kersha are "something I look forward to and can count on."

"What better way to get down to the basics of the Christian religion than to sit down with another person in need on a one to one basis?" asked Kersha, minister of the Worldwide Church of God, which has several hundred members in its local congregation.

Kersha pointed out that the benefits of the visits are mutual. "It also gives me a good feeling to be able to help. It's rewarding to know that my time has been well spent and helpful to the community.

"Also it's an education for me. I've discovered I can learn from a person who has been around for so many years. For instance, he's watched the city grow and develop.

"I let him teach me, maybe not big things, but little things. It helps me, too, when I don't go as though I'm the one doing all the giving."

Alice Greenlaw, who administers the program for the council, said there is a need for more men to be involved.

"Women have a tradition of volunteering, but there's no reason why more men couldn't be involved," she said. "We have a real need among men for visitors. In fact, there is far from enough visitors to go around."

Kersha usually spends two or three hours each month with Young. During this time, he has taken him places such as his doctor's office or just sat and chatted to pass the time. Sometimes Kersha's son, Jonathan, joins the group.

Young, too, is in a position of being able to help someone else. He has a close relationship with an 11-year-old boy in the neighborhood who doesn't have a father. The boy regards Young as a combination father and grandfather.

"I think it's important to remember that by helping one another, it enables us all to live more useful, productive lives," Kersha said.

Friendly Visitor volunteers may be adults of any age. Some are, themselves, older adults. They volunteer to visit an older person who is at least 60.

"The reasons for volunteering are many," Mrs. Greenlaw said. "But mostly, the volunteers are sensitive to the needs of older persons."

Those who would like to be visitors or wish to be visited may call the Council on Aging at 834-2877.

LESSONS FROM INDUSTRIAL RELATIONS

Over the years, industry has learned many lessons — some of them painfully — about the proper methods to follow in working with people. Initially management used what we refer to as the "Tell Them" approach to attempt to get employees to accomplish certain objectives. This approach was based on the use of force, fear, and authority. Management was the "boss" and the employees were told exactly how, when, and where to do something, with the continual threat of "do it or else" hanging over the employees' heads. Employees realized that they could not "stand alone" against this approach, and as a result organized labor began to gain momentum.

Management rebounded with what we refer to as the "Sell Them" approach. In its efforts to thwart organized labor, management attempted to persuade employees through various fringe benefit programs, etc., that they should explicitly follow managements' directives so they could continue to receive these "goodies." This approach was little different from the "Tell Them" approach; it only sweetened the rewards somewhat. Opportunity for creativity, participation, and self-discipline were still practically non-existent.

Management finally began to realize that employees are human, they do have capable minds, and the composite job success of individual employees directly affected the success of the organization overall. Management then began to experiment with and use what we refer to as the "Involve Them" approach. This has only gained practical acceptance by management to any extent in the past 20 years. The "Involve Them" approach is built around the employee being fully involved in his job — the why, where, when, how and who of it. The employee has the opportunity to exercise creativity, participate in planning and control, and practice self-discipline. He feels personal achievement and job satisfaction as he successfully accomplishes his job each day. This employee is really a "manager" of his own job.

We have gone through similar stages in God's Church over the years. I can remember back to the early 1960s when the "Tell Them" approach was definitely in vogue, and was used by the field ministry, deacons, etc. I don't think we've had the "Sell Them" approach used to any real extent, but in recent years (thankfully) the "Involve Them" approach has been practiced more and more in the local churches.

The problem with the "Tell Them" approach is that the brethren "run scared," do not have to make any personal decisions, and depend upon the minister to decide *everything* for them. If things go wrong, they can point their finger at the minister as they only followed his decision, and his plan failed.

Christian growth and character development demands the "Involve Them" approach. Each individual, after being called, has to become involved in determining his commitment and plan of action towards achieving the overall objectives. The ministry needs to teach God's Way, show the fantastic benefits of following it, and encourage and assist each individual to achieve success in overcoming and growth towards our goal. The use

of force and fear does not generate involvement, but outgoing concern and love do.

Each of us in the various levels of "management" in God's Church needs to evaluate the approach we use in working with the brethren. At times an undesirable circumstance might demand the temporary use of the "Tell Them" approach, but to really "turn people on" we need to put the "Involve Them" approach into practice regularly.

— Harvey L. Bauman
Blowing Rock, N.C.

WE GOOFED!

We apologize to all Pastors of churches and Associate Pastors for the mailing mix up which occurred with the last *Bulletin*! All of their *Bulletins* were sent as a separate group so that the Literature Index could be stuffed in each of their envelopes. Somehow, in the midst of the hectic pre-Feast mailing rush, these *Bulletins* were accidentally put into 3rd class envelopes which, of course, took from 3 to 4 weeks for delivery. (One man said it would have been faster by pony express!) However, we understand that most of the men affected by this error were able to borrow copies from fellow ministers or deacons in their areas soon after their *Bulletins* arrived.

Our mailing department and yours truly sincerely apologize for this inconvenience. We'll be striving to maintain the long-standing good record we had established prior to the last *Bulletin*.

— Managing Editor