

The Bulletin



of the Worldwide Church of God and Ambassador College

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JULY 27, 1976

Pastoral Administration

Dear fellow ministers: In the few weeks I have held this office, a few things have begun to crystallize and seem to warrant some discussion in this column. The subject involves a complaint frequently voiced by the ministry to the effect that respect for the ministry seems to have eroded in the Church over the past few years. The theories advanced are almost as varied as there are people advancing them, but certain patterns are becoming clear and deserve further attention.

In I Timothy 5:17, Paul wrote: "Let the elders that rule well be counted worthy of double honor, especially they who labor in the word and doctrine." We have long understood that the word "honor" comes from a Greek word which also means "remuneration." And since "double respect" is hard to convey, we have correctly assumed that the scripture was referring to extra remuneration for the more effective minister. But Paul, like many other biblical writers, was quite fond of the *double entendre*, using words with double meanings with the intent of conveying both meanings. I have no doubt that he meant that the ministry should be both honored and adequately paid.

In writing to the Thessalonians, he said: "And we beseech you, brethren, to know them which labor among you, and are over you in the Lord, and admonish you; and to esteem them very highly in love for their work's sake" (I Thess. 5:12-13). This admonition is clearly intended to elevate the ministry; but that elevation is for the benefit of the Church, not for the exaltation of a man.

Note that he is to be held in high esteem not because of his *person*, but because of his *work*. In other words, for a minister to have a reserved parking place outside church may be helpful because of his responsibilities and, if so, he should have it. But for a deacon to park his car and another to carry his briefcase when he could carry it himself . . . ?

Frankly, I have never known members of the Church to criticize the ministry for privileges or pay when it was clear that the man was working hard, serving the people, and that his privileges aided him in doing his job. I have known them, however, to resent mere status symbols. What made the difference? The man's *work*.

One thing I think we need to realize is that none of us are immune from the results of the actions of other ministers. This was illustrated by the events of 1974 when some very fine ministers had a long uphill battle to gain the trust of members in congregations that had been badly abused by the minister who had been there before them. Trust is a precious commodity, and we in the ministry need to be unitedly working to retain the trust of the members of God's Church. Quite frankly, we are all hurt by a very few bad examples (Eccl. 10:1).

Mr. Ted Armstrong has had a growing awareness of this problem and has been working on it for some time. However, there is a limit to how much he can do alone. I feel that he has started the necessary changes required of Headquarters and that the ball is now in the court of those of us on the firing line in the field ministry. You and I can do far more to build respect for and trust in the ministry than anyone, but it's going to require a united effort. There is ample justification for our exhorting and correcting one another because we all have a stake in what each of us does.

I doubt if many of you are all that aware of the nature of complaints that arrive at Headquarters from time to time regarding church pastors. Some things that seem important to you aren't all that important to church members, but there are many things that you would consider trivial that are extremely important to them. For example, one of the things that seems to annoy church members most is for the minister to continually be late. Some of us are late to services, late to appointments, late to clubs, etc., etc. I doubt if tardiness alone is sufficient to trigger a letter to Headquarters, but I have seen it mentioned in numerous letters dealing with other subjects.

In my opinion, being late to services or appointments is a bad example and does not encourage respect for the ministry. Furthermore, while you're not likely to get fired for it, it does not look good on your record and, when we get around to differential salary evaluation, it isn't going to help you up the pay scale either.

Fortunately or unfortunately, God has called us in the ministry to set an example for the congregation. To be an example, you have to be *seen*. And if you're seen, you're going to be judged. Frankly, we who are in the ministry have no choice but to live in a goldfish bowl, and — to use the words of Harry Truman — "if you can't stand the heat, get out of the kitchen." If you're not willing to be an example, then the ministry is not for you. With this in mind, the warning to avoid every *appearance* of evil becomes even more important to a minister.

Another complaint commonly heard is that the minister appears to use his position to make a gain of his people. For example, members are talking about the practice of some ministers' wives of selling vitamins, cosmetics, household cleaners, etc., through one of several companies that encourages such direct sales techniques. I don't know who may be involved in such practices, but it is easy to see how it could become a point of offense for a weak person in God's Church. Suppose, for example, a minister, called for an anointing, chooses that particular visit to push some vitamin pills which he and/or his wife are selling. I don't know if this ever happened or not, but it's on the rumor mill. I've also heard (no names attached) that an elder has refused to anoint a member, recommending vitamins instead — vitamins he happened to be selling. Please don't blame me for mentioning the rumor — I didn't create it, but I think you ought to know about it.

Some people who are not even involved in it

The
Bulletin

of the Worldwide Church of God and Ambassador College

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have been implicated by rumor, and the image being talked about is one of people who are at least as much concerned about their sales as they are about God's people. This is hurting the Church, and I really believe anyone who is involved in such things should think long and hard about your calling, your role in the Church and your responsibility to God's people before continuing.

Another cause for erosion of respect for the ministry has been failure of some of our men — mostly younger men — to maintain the *dignity* of the ministry. No, I don't mean that we should turn up at church picnics and softball games dressed in a dark pinstripe suit with polished shoes, white shirt and striped necktie. But some of our fellows have had difficulty in discerning the difference between softball fields, locker rooms, Spokesman Club and Sabbath services. Ecclesiastes 3 tells us that there is a time and a place for everything. The key for a minister is to remember that he is called to be an example to the flock and to *never* forget it.

One area where we in the ministry have, perhaps, done most to hurt ourselves is in our failure to consistently respect one another. In our conversations with fellow ministers, deacons, and sometimes even lay members, we have sometimes

(Continued on page 162)

WORLDWIDE CHURCH OF GOD

WORLD HEADQUARTERS
PASADENA, CALIFORNIA 91123

HERBERT W. ARMSTRONG
President and Pastor

GARNER TED ARMSTRONG
Executive Vice-President

July 21, 1976

Dear fellow ministers in Christ's service,

GREETINGS!

We have had some of the most significant and far-reaching meetings in recent days that I hardly know where to begin in bringing you up to date on some of the developments we are anticipating in God's Work and the colleges!

Just this morning, we had our annual meetings of the Boards of both the Worldwide Church of God and Ambassador Colleges, in which we reviewed the events of the past year, adopted the next year's budget and reviewed last year's Financial Statement, plus accomplished the necessary business of Board resolutions empowering our various officers to conduct the business of the church and college for the next year.

We were able to report to both Boards that we have finished the fiscal year with the largest income in the history of God's Work. All the other details concerning the fact that our increases have continually been offset to a great extent by inflationary pressures, that we have continually been forced to strive to find budgetary economies where available, and that we are always asking the question of each and every activity in God's Work as to what extent it is truly a viable part of the great commission and the Work to which we are called, etc.--this is corroborating information of which I am sure most of you are aware. This does not mean that we will have no future financial problems--as we constantly have many new activities vitally necessary to do God's Work.

Perhaps the best way to state it is to repeat the statement made to the Boards this morning: "The budget we have adopted for the next fiscal year we feel is completely sound based upon our performance of the past years (last year's budget was on target to within a fraction of one percent) and emphasizes the major vehicle for reaching the world--radio, television and publishing."

Obviously, if some sudden down-turn in the American economy as a whole--natural calamities such as drought, earthquakes, energy crises or runaway inflation--then God's Work would feel the impact of this as much as any other organization--but we feel we have adopted the soundest possible budget in view of all known and predictable facts.

As I mentioned briefly in my Personal in the Worldwide News, Ambassador College will intensify its longstanding deep commitment to higher education which should long outlive this present generation. Just as we have continuously stressed over the years since its inception, the commitment of the Ambassador College educational system is that of providing the very best educational system possible for humans to provide, avoiding all of the evils (wherever possible) of the assembly-line university systems of this world's education, and "recapturing true values," in a spirit of pioneering tomorrow's education today.

In short, our commitment to higher education is that of preparing the way for education in the World Tomorrow--and in this sense the college is truly a significant part of the Work. And, frankly, as some of our recent decisions go into effect, Ambassador College will become progressively more known as the finest educational institution of its kind in the world. That is our commitment.

We are presently embarked on extensive logistical studies to determine the feasibility (over the period of the next year or two or so--whatever is necessary) of enlarging the student body in Pasadena to the neighborhood of between 1200 and 1500 students, utilizing the most magnificent physical plant available to a college of such size anywhere in the world, and finally taking our rightful place as a true "small college" in the same bracket of student enrollment as that commonly found in the "small colleges" throughout the Southern California community.

It would take literally 20 pages of copy for me to expound everything which was covered in far-reaching meetings in my office just the other day concerning all these goals and objectives, but suffice it to say that everyone on both campuses is busily and enthusiastically preparing logistical studies, which we expect will take several weeks, for the actual implementation of some of these improvements so as to consolidate the very best of both the Pasadena and Big Sandy campuses, and at the same time utilize the facilities on the Big Sandy campus to the very fullest in concentrating on our Y.O.U. national tournaments, the possibility of a 12th year (high school) "boarding school" as a feeder for the college, plus the development of a top-notch and professional agricultural, ecological, conservationist, forestry, animal husbandry, type program as an extension of Ambassador College in Pasadena.

Thus, rather than "closing" Big Sandy, as some wild rumors have alleged--we will continue to maintain a sufficient curriculum (especially theology) to complement those special disciplines we hope to offer in future years, and absolutely maximize the use of the physical facilities in Big Sandy by a combination of a full-fledged Y.O.U. S.E.P. next year (if feasible), our continuing education programs, ministerial seminars, etc.

We will continue to work toward developing the very finest in the various fields, and development of physical plant on both campuses.

In Pasadena, plans for expanding the physical plant providing additional dormitory spaces, improving the size and quality of the library, PLUS preliminary plans for the construction (as we had hoped and planned for more than 15 years) of a separate church headquarters building contiguous to Ambassador College are already under way!

In the field of sports and related activities, a student enrollment of somewhere in the neighborhood of 1500 would give Ambassador College the "critical mass" necessary for providing the kind of inter-collegiate programs in basketball, track and field, swimming, tennis and other sports in which we could truly expect in future years, to excel.

What if we were to hire a "Jerry West" for our basketball program? What if we were to hire the type of top-notch nationally rated swimming coach who by his very presence would attract to our fabulous natatorium a potential Olympics medal winner? What if our tennis program were to be managed by a top-notch well-known champion tennis player who would attract a tennis team who would immediately put Ambassador College into a completely different bracket in that sport? Throughout the entire field of non-scholastic endeavors such as the creation of additional musical organizations and the participation of such student groups and organizations in local communal affairs (such as a group of "young Ambassadors" singing before Shriner's crippled children's hospitals, V.A. hospitals, civic occasions, giving concerts, etc., etc.) would accomplish a tremendous amount in various community involvement projects which would further enhance the activities of Ambassador College as a meaningful contribution to the educational and cultural community.

As Dr. Germano reported in the College Board meeting, Ambassador College in its pursuit of the full accreditation, is nearing completion of our self-study program and is expecting a full visit from the Accrediting Committee in March of 1977. As Dr. Germano reported, we now have more qualified PhD's than ever before, a higher percentage of PhD's on the faculty, as well as a faculty almost all of which have a Master's Degree. We intend to move along the lines in both the academic disciplines as well as in the non-scholastic areas of obtaining the very top-notch, most highly qualified individuals for the completion of these goals.

Perhaps, as I outlined to the men in my office the other day, we should become a university! We already have the nucleus of a very fine School of Business, and other schools in connection with the very powerful and viable four-year liberal arts program offering degrees of Bachelor of Arts and Bachelor of Science. It would be very possibly within our reach within a very few years. Almost immediately, for example, we could begin to move toward a School of Business, Graduate School of Theology, School of Agriculture and Ecology and accomplish these goals and objectives in a step by step series of meaningful and cautious moves over the course of the next few years.

It is not inconceivable that some day we may be speaking of "Ambassador University," with the schools of Liberal Arts, Theology, Music and the Arts, Agriculture, Business, and, who knows, perhaps even Law.

Many years ago, with respect to the church headquarters building, our master plan architects DMJM envisioned the creation of a high-rise building standing approximately where the television studios stand today (or on the parking lot adjacent to them) thus contiguous to and overlooking the Ambassador College campus, but distinctly separate as a church property and the church headquarters building. We all have felt that this is a goal toward which we ought to strive, and Mr. Armstrong gave his full approval for launching feasibility studies for the construction of such a building in the next few years. Planning may take up to a year for such a project, and I am sure if any meaningful progress is made you will all be kept informed. However, I am certain it would be a tremendous benefit to the church to be able to have a national headquarters building in which were housed all those activities which are presently spread throughout the college campus such as Pastoral Administration, PLAIN TRUTH and GOOD NEWS editorial, Circulation, etc., etc.

Another item of very good news, Mr. Dean Wilson has just arrived on campus for the beginning of his Sabbatical year here, as will 17 other men be shortly arriving, and Mr. C. Wayne Cole and family will very shortly be enroute for assuming his responsibilities as Director of the Canadian Work.

I think all of you knew earlier, prior to the brief leave requested by Mr. Cole and my assignment of Mr. Ronald Dart to be Director of Church Administration, I had seriously (even to the point of taking him along to Canada with me for a brief trip) considered appointing Mr. Ronald Kelly as Director of the Canadian Work. However, for these many months I have thought that Mr. Cole's past experience in Australia, his total familiarity with the responsibilities involved in managing one of our international offices involving the publication of printed media, involvement with electronic media, subscription lists, functions of a business office as well as managing the ministry, would be very suited for such a responsibility.

Mr. Cole is very enthusiastically looking forward to this new responsibility, as is his wife and family, and at the present time is involved in extensive meetings with Mr. Les McCullough, Director of our International Division, and Mr. Dean Wilson for familiarization of his responsibilities there. I know all of you fellows in Canada, who have heard of Mr. Cole's very popular and enthusiastic dimension in the U.S. ministry will be very happy to have Mr. Cole in your area.

I had a very interesting conversation with Mr. Bill McDowell the other day, and Bill outlined to me the new business which seems to be developing in which he and his wife will both be actively involved. As Mr. Dart has stated concerning those ministers who are not in our employ, I am very glad that Bill is still challenged

and rewarded by serving in the ministry as he can, and that, even though he no longer is employed in the full-time ministry, he was nevertheless seeking my approval in becoming active in speaking and in serving on a voluntary basis whenever he can.

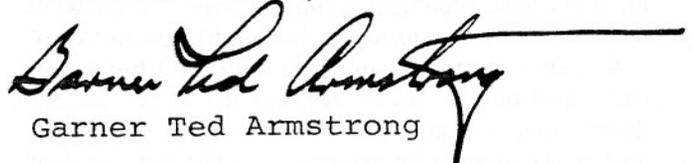
Very shortly I will be on my way to Scotland, and for business meetings on the Bricket Wood campus. I relayed to Mr. Frank Brown that I would very happily conduct a special Bible Study for our brethren in Paris, France on the following Monday night! This will be the first time in history that I have ever spoken to the French Church, and in fact, the first time that I have ever spoken to any sizeable group who do not speak English. I understand Mr. Etienne Bourdin is able to translate word for word almost immediately, so it should prove to be an interesting experience, and I am told that the Parisian church will be very excited over the opportunity!

I read over very thoroughly Mr. Dart's letter, by the way, and whole heartedly concur with each point he outlined. I am surprised that the feelings have run so high over such a long period of time in the wake of our conference this year, and thanks again for all the special letters and cards that keep coming in.

Let's continue to support and exhort each other, and I hope that by now many more of you have been able to acquaint yourselves with your Senior Pastor and the Senior Pastors with their Area Coordinators, and that the new structure in the ministry is humming along very smoothly and that you are all finding this new means of close communication very helpful to you all.

That's about it for now. Please give my love to all the brethren in your charge, and our warmest personal love to you and your families.

In Jesus' name,


Garner Ted Armstrong

GTA:lc

EXTRA PASTOR BULLETINS

Since the vast majority of our deacons worldwide are sermonette men, and therefore receive their own personal copies of the *Bulletin* in the mail, it has been decided to suspend sending the two extra copies to Pastors of churches. We were sending approximately 600 extra copies of each issue, so you can see this represents a considerable savings in printing and postage costs.

For those deacons not receiving their own copies, we request that each pastor please arrange to have certain deacons *share their copies* with others who do not receive their own. Extra copies used to be sent third class mail in the U.S., which sometimes would take up to three weeks for delivery. This meant that a man sometimes had to wait from 4-6 weeks before being able to read a copy. The new policy should cut this waiting time by 3-4 weeks or more!

Of course, we realize that a few Pastors may not have deacons who receive their own copies, and consequently will have to continue receiving extra copies to pass along. Please notify the Managing Editor immediately if this is your case.

Thank you very much for your cooperation in this matter.

— Managing Editor

Sermon Outlines

Included below are the first two sermon outlines as promised in the last Bulletin. We hope many others will be inspired to send us outlines or summaries so we can continue what Mr. Ted Armstrong felt would be a very helpful service to the field ministry.

— Managing Editor

TEST OUTLINE FOR FEAST OF UNLEAVENED BREAD

In response to Mr. Ted Armstrong's letter in the *Bulletin* where he asked for helpful sermon outlines, I would like to add an idea and a sample outline for a Holy Day season. I am sure *all* Church pastors face the question each Holy Day season of "How do I make the meaning of the Holy Days clear and to the point for the new people, yet not bore the older members with the same old scriptures?" Not that we ought to view God's Word as the "same old scriptures," but let's face it, this is the tendency of our human nature.

One way I found to solve both of the above problems was to organize the meaning of the Holy Day in question into a test. Generally about 10 questions are sufficient. Make sure all the basics are included, but deliberately include some "hard" questions for the benefit of the old timers. Then once the test has been given, go over the answers one at a time, expounding thoroughly on not only the answer, but also any side points. Other scriptures and points can be brought up as you go. By doing this, you give the membership a challenge, and make them pay attention to the very end of your sermon to see if they got the right answers. But it also gives you the opportunity to give all the basics to the new people. Enclosed is a sample test, with supporting scriptures, that I gave for the Days of Unleavened Bread.

— Mike Swagerty
Newark, N.J., Newburgh, N.Y.

* * * * *

1. What does leaven symbolize during the Days of Unleavened Bread?
A: Sin. I Cor. 5:1-8 shows the direct relationship of leaven to sin.
2. In one sentence, what lesson are we to learn from putting the leavening off our property?

A: That we ought to put sin out of our lives. I Cor. 5:1-8 also shows the admonition to put sin out of our lives. Expound on the damage sin causes and why God wants it out.

3. In Old Testament Israel, what happened to a person found with leavening during the Days of Unleavened Bread?
A: He was put out from the camp of Israel (Exodus 12:15, 19). Also, bring out the principle that unless we put sin out of our lives, God will not allow us in His Kingdom. Use Matt. 22:2-13 and the parable given there. Also, Rom. 6:1-2, showing that we are to forsake sin.
4. What did Christ say was the leaven of the Pharisees?
A: Luke 12:1 shows it was hypocrisy. Also, Matt. 16:6-12 gives a second answer which is the doctrine of the Pharisees. Expound on each of these bits of leaven and exhort all to put them out.
5. There are seven Festivals mentioned in the Bible. Do these seven correspond to the seven annual Holy Days on which no work is to be done?
A: No. Lev. 23:4-6 brings out that Passover is a Festival, but no rest was required, whereas Unleavened Bread is only one Festival, but has two commanded rest days. Also, show we must start and *finish* putting sin out, just as you start and finish Unleavened Bread with a Sabbath day.
6. In the book of Joshua two significant events happened during the first Unleavened Bread in the promised land. A city was delivered, and a miracle of 40 years ended. a) What was the name of the city delivered to Israel? b) What was the miracle of 40 years that ended?
A: Joshua 5:10-15; 6:1-5. City was Jericho. The miracle was the sending of the manna.
7. In the New Testament, leaven doesn't always symbolize sin. In a parable of Christ, what was it used to symbolize?
A: Matt. 13:33. It pictured the Kingdom of God. Show that not only can sin be contagious, but also righteousness will one day fill the whole earth.
8. In the Old Testament the Passover was some-

times kept in the second month. Was there ever a time when Unleavened Bread was kept in the second month?

A: Yes. II Chron. 30:1-3, 13, 21-23. Also, show that God's Church today can make judgments based on God's Law. Don't think it is heresy when we do.

9. From what event during the Days of Unleavened Bread are the fifty days till Pentecost counted?

A: The Wave Sheaf Offering. Lev. 23:9-21. Take this opportunity to show new people how to count 50 days till Pentecost and why it is a Sunday, not a Monday as we previously believed. Also, tie in John 20:1-2, 15-17, and show how the Wave Sheaf pictured Christ and how He had to be accepted of the Father.

10. Is there any record of unleavened bread being used before God instructed its use in Exodus 12? If so, name the event?

A: Yes. The event was the visit of the angels to see the evil of Sodom and Gomorrah in the time of Lot (Gen. 19:3). Even though this is not known to be during what later became the Days of Unleavened Bread, the lesson from the event is obvious. God had to deliver Lot from sin. If he would not have left, he would have died. The same choice is in front of us today.

BEAUTIFYING THE MARRIAGE

Introduction:

Create a fictional, but typical type of married couple that have been living together now for several years. Describe how exciting, thrilling and rewarding their pre-marital dating and courting appeared. Everything was beautiful. Now, several years later (the present), the spark, the color, the beauty of their relationship seems to have dwindled seriously.

What happened to their marriage? Or, better stated, what didn't happen to their marriage? Why is this a common state of affairs in the lives of so many couples? There is no neat, succinct, easy answer, but examining our fictional couple we see some of the contributing problems or causes: a poor foundation (didn't know one another well enough prior to marriage), poor timing, some wrong motives, they really didn't understand the marriage contract, and most important of all, they didn't know how to *beautify the marriage*.

Body:

Let's begin by examining the Biblical reasons for marriage (Gen. 2:18-25). When you are marrying someone, what or whom are you really getting? And for that matter, what are you offering in exchange? Are you marrying personalities, intellects, one another's talents, bodies, characters or quirks? Do we simply get married to the favorable part and forget the rest of what the mate is? The contract was supposed to be between two total persons, not just parts. That's why dating prior to marriage is so important. People need to know the whole and entire person they might be marrying.

Next, let's understand the basic terms of the marriage contract itself (Eph. 5). One of the most important contributions of this passage is the analogy given of a physical marriage in comparison to Christ's relationship to the church. Four major principles are emphasized: submission (verse 22), leadership and authority (verses 23, 24), love and sacrifice (verse 25), and then the beautification of marriage in verses 26 and 27. In these verses we have only the highlights of the contract described. If we carefully look elsewhere in Scripture to see how Jesus Christ dealt with His church (even in Old Testament) we can arrive at even a clearer understanding of the marriage relationship.

It seems to be a universal truism that everybody is attracted to *beauty* — the quality or aggregate of qualities in a person or thing that gives pleasure to the senses or pleasurably exalts the mind or spirit. Whatever attracts two people to one another, whatever qualities they be, we can say that those are their *beauty traits* — that is what attracted our fictional couple to one another.

What seems to be another universal truism is that human beings don't normally ever get tired of beauty. Whether it be music, art, natural landscapes, or people. If it's beautiful to us, we usually want to be around it again and again. Yet, how is it that two people who saw so much beauty in one another to begin with, now find little attraction for each other?

Familiarity is like a magnifying glass. Oftentimes, two people marry having only been attracted by the more superficial beauty each possessed. Once married, familiarity begins to show up flaws and blemishes that had previously been hidden. Familiarity could be a curse, but it could also be a marriage's most valuable blessing.

What really should be understood by all soon-to-be-married, as well as married couples, is that no one is blemish-free. No one is entirely beautiful and free of those unattractive "spots." Being men-

tally and emotionally prepared for that first discovery will really help!

It's very interesting to notice in Ephesians 5, verses 25-29 and especially verses 26, 27, that Jesus Christ was fully aware and prepared for the spots and wrinkles in His church. It didn't cause Him to get discouraged to find unattractive spots and wrinkles. His approach has been and is a very positive one. Upon learning of His "wife's" faults. He goes about washing and cleansing her. Jesus Christ is pictured as one who very literally goes about beautifying the marriage. For Jesus Christ's familiarity with the church is His means for discovering how to make it more beautiful.

Of course God's beauty is perfect. No matter how familiar we could possibly be with Him, no matter how deep down we could see into Him, we would never find any blemishes. His perfect character makes Him perfectly beautiful. He of course is the standard and goal all our marriages should strive for. A very fine passage in that regard is found in I Peter 3, especially verses 3-6. It very plainly talks about beautifying a marriage relationship, with emphasis in this case on the wives.

Husbands and wives need to learn how to lovingly and constructively assist one another in the continual process of overcoming and changing. Repenting in this case can be viewed as the essence of the "Beautification Process." However, to ignore the blemishes, or even worse to allow others to develop, is to ask for serious trouble. Familiarity will always breed contempt when it's a matter of the "ugly." No one wants to stay around or be exposed to the ugly. Sometimes even the small things, when there are enough of them, can overwhelm or drown out the beauty.

Every day should be looked upon as a brand new opportunity for change and growth. It should be another important increment of growth towards the more beautiful marriage. Forget the past, look towards the future (II Cor. 5:17). That's God's approach with His church.

Conclusion:

Undoubtedly the greatest tool any marriage can have is the very beautiful attitude of love (I Cor. 13:4-7). It will suffer long. It's not easily provoked. It bears all things. It endures all things. It never fails. As God continues to lovingly deal with His church and eventually making it perfect, so must husbands and wives lovingly deal with one another. Even if a marriage has not had the ideal beginning, if we know how to beautify it, we can still have a very successful, very happy, and very beautiful life.

— Al Kersha
Raleigh, N.C.

PASTORAL ADMINISTRATION

(Continued from page 154)

allowed ourselves the luxury of laughing at what another minister has done, criticizing his judgment, questioning his doctrinal teachings, etc. And all this without having said *one word* to the man we're talking about. It is incumbent upon us in the fraternity of the ministry to uphold one another, respect one another, encourage one another, and when necessary, correct one another. But when we allow a fellow minister to be criticized in our presence, we are undermining not only him, but the ministry as an institution and, consequently, ourselves. We at Headquarters are working hard to uphold the ministry and to resist accusations against elders. But the job will be extremely difficult if you don't uphold one another!

There is another related area we need to discuss that revolves around the identity of the ministry. I think, over a period of time, some may have been slightly confused about the role of the ministry in the local church and, as a result, may have hurt the effectiveness of the ministry — both their own and that of others.

What is a minister anyway? Without realizing it, I believe we have been drifting away from the

ATTENTION ALL PILOTS

After discussion with Mr. Ted Armstrong, we decided to take a survey of those ministers who are licensed pilots. We would appreciate a memorandum from each of you who flies (handwritten is okay) including the following information: name, ratings held, date and class of last medical certificate, total hours, total hours in the last twelve months, total hours of instrument flying (simulated and actual), hours of night flying, type of aircraft used in the last twelve months; do you own, rent or borrow; description of the use of the aircraft for the Work and the benefits derived therefrom; a description of the method of charging back aircraft expenses to the Work, if any.

This information is purely voluntary unless you are in any manner charging your flying to the Work. In the latter case, we must insist on having this information on file because it may have implications of potential liability for the Church.

Thank you very much for your cooperation in the matter.

— Ronald L. Dart.

AREA WAGE ADJUSTMENT

As a number of you will have noticed, your current paychecks reflect a change in the amount of the area wage adjustment (listed as "other earnings") that you receive. This is the result of our annual review and revision of the area wage adjustments based on ACCRA (American Chamber of Commerce Research Association) and U.S. Department of Labor reports.

The current round of changes have generally lowered the area wage adjustment for most of those concerned. If yours has been raised, you will probably have no questions. However, if your adjustment has been lowered, you may wonder why it has been lowered when your cost of living has been continually climbing. The primary answer is that the cost of living throughout the nation has been rising more rapidly in some areas than in others. This is true for the Los Angeles area. Since it is used as the base for comparison for all other areas, its rise, which has been more dramatic this past year (in relation to the other cities of the U.S.), has tended to lower the area wage adjustment amounts for other parts of the country. But then, you always get your cost of living increase based on the L.A. area.

Also, for any of you who have been involved in a recent move, you will probably find some change in the amount you are receiving.

It's never pleasant to have to go through a belt tightening exercise, and we're sorry that some of you will have to make adjustments due to the latest changes. We're sorry for ourselves because the cost of living in the Los Angeles area has risen so dramatically this past year. This is the main reason that a number of you will have had your adjustment amounts lowered. Your cost of living won't have decreased any, it cost you just as much to go shopping, but our cost of living has increased more rapidly than it has for you.

We have included a number of smaller cities in the program this time that were significantly affected by nearby metropolitan areas. Sometimes fringe cities that reside in the economic shadow of large urban areas pay the price — literally. We're trying to review such cases as they become apparent.

We realize downward changes in your paycheck always hurt. However, the only way we can make the program equitable is to make these annual revisions as the cost of living continues to fluctuate from city to city. If you have any questions or comments, please feel free to drop me a line.

— Ronald L. Dart

fundamentals of the ministry; and in our efforts to become more "professional" and "career" oriented, we may have neglected our most effective service in the Church.

I realize that I may be getting involved in semantics, but I feel we have made a mistake (myself included) in attempting to look to the ministry as a profession or a career. I was talking to one of the ministerial trainees who was terminated recently and he was lamenting the fact that he had to start over again preparing for a different career. I know at the conference we spoke of a "career" ministry, but I have since had to question whether we should look at the ministry as a "career." Words often convey feelings alongside of meanings, and the word "career" does not communicate what the ministry really is. The word "professional" is in the same category.

We are not professional psychologists, psychia-

trists, marriage counselors, therapists, etc. We are what the word "minister" implies — servants. Ours is a *calling* rather than a career. And, while many of us may be part-time and some of us may be full-time, we are all the servants of God's people. It's for this reason that we are abandoning the terms "career" and "non-career" and adopting "full-time" and "part-time" instead as terms descriptive of the extent of the service performed in the ministry.

I don't mean to imply by any of the things that I've said that it's wrong for a minister to pursue continuing education in psychology, marriage counseling, etc. — not at all. But when we look at what we really are, we can keep these things in their proper perspective. We are called to the *service* of God and God's children. We are stewards, shepherds, laborers in the Word and doctrine, elders. We are preachers and teachers of the Word

of God, as opposed to being teachers of business, finance, auto mechanics, sex, etc. We are *spiritual* counselors. We are fully qualified to counsel with a couple regarding the spiritual aspects of marriage and sex. But there are certain areas of marriage and sex problems in which many of us are *not* qualified. There are professional marriage counselors who can deal with those problems. Our counsel, advice, exhortation and teaching should be spiritually-oriented and based on the Bible. When we stay in these areas we are specialists, God-ordained and gifted, effective *and respected*. When we depart from them, we may be out of our element and be creating future problems for ourselves and our successors.

To some extent, we also need to realize that our gifts may not be particularly oriented to church activities such as youth programs, choirs, women's clubs, etc. In such cases, we can provide *motivation* for the church members and then we need to get out of the way and allow more qualified lay members of the church to carry on. One of the reasons I feel many of us feel overworked is because, historically, some of us did not encourage the development of the men and women in the local congregations who were anxious and even eager to participate in the building of their congregation (Eph. 4:16).

In serving God's people, the most important advice of all to a minister is found in Christ's admonition to the twelve: "So after He had washed their feet, and had taken His garments, and was set down again, He said unto them, Know ye what I have done to you? Ye call me Master and Lord: and ye say well; for so I am. If I then, your Lord and Master, have washed your feet; ye also ought to wash one another's feet. For I have given you an example, that ye should do as I have done to you. Verily, verily, I say unto you, The servant is not greater than his lord; neither he that is sent greater than he that sent him. If ye know these things, happy are ye if ye do them" (John 13:12-17).

Forgive me if I've preached a bit in this letter. But then you, of all people, should be sympathetic with a preacher who can't help preaching a little now and then.

In conclusion I thought I would share a letter I received from one of the Ministerial Trainees we terminated in the U.S. It's from Phil Reid of Greensboro, North Carolina. His attitude has been exemplary, and his experience in locating new employment most interesting.

Thanks for all the encouraging letters, notes and memos. They mean a lot. With respect, in Christ's service,

— Ronald L. Dart

* * * * *

Dear Mr. Dart:

I felt that you would be interested in receiving some response from the fellows who were directly affected by the decision to terminate all U.S. Ministerial Trainees. I must say that at first it came as a surprise to both Paige and me. For a while, it seemed somewhat defeating. After much thought and prayer, we came to realize that Christ is indeed the Head of His Church today and that He certainly knows best. This gave us confidence that all things would work together for the good, for us as well as the others, because we love God. And indeed things are working out beautifully for us.

After finding out that it would be necessary to find outside employment, I began the task of deciding what I wanted to do; and next, what I was qualified to do. With the aid of the information Career Services sent me, I prepared my very first resume and had 50 copies professionally duplicated. We had conditioned ourselves for an arduous, two-month struggle to locate suitable employment; but at the same time, we realized God would help us.

Before I could interview with all of my "most desirable" prospective employers (which were about ten), the corporation that was foremost in my mind, IBM, made me an offer which I still find hard to believe.

I had been told by the Branch Manager as I was arranging for an interview that there was really no use in my applying for employment now because there were no openings. However, if I wanted to come in for a few minutes, he said he would not deny me that. While he had planned to give me only 15 minutes of his time, we ended up talking over two hours. He wanted to hire me on the spot but had to get the okay from his superior. Two days later, he called and made me the offer, which I accepted and went to work the very next day. Arrangements have already been made for the Feast of Tabernacles in the form of a leave of absence.

As you may well know, IBM is one of the most financially solid companies in the world. Just last year they rated No. 7 in "Fortune's" top 500. The rated number in terms of total assets was 4. Their employee benefits are somewhat reminiscent of

a welfare state, only IBM pays for everything. Also, while I will be earning substantially more income, I will be able to give to God's work considerably more than I have ever given. Additionally, IBM will match up to \$1,500 per year for contributions given to an educational institution, which Ambassador College is.

So as you can see, God has smiled brilliantly upon us; and we do give Him the credit. Paige and I feel honored to have had the experience of being a help to God's ministry, and as we are able, we shall continue to be. Thank you very much for permitting us the time we had in working full time in God's Work. Also, we are deeply grateful to you for the severance income which came as a big blessing to us.

Our personal thanks to you, Mr. Dart, for taking time from your many activities to write each of us a lengthy letter explaining the decision in greater detail. I'm sure you know how helpful and timely a measure like that can be in helping one to get over a hump. Your letter certainly served to such a purpose in our lives.

Sincerely yours,
Phil and Paige Reid

ADMINISTRATIVE UPDATE

Church Welfare Fund

As a result of our new understanding in the area of third tithe as explained during the conference, changes are being made in the way assistance to the needy will be administered. In line with this, what used to be referred to as third tithe and Emergency Fund will now be called the Church Welfare Fund. We will continue to use the old forms that refer to "third tithe" until new forms can be printed and distributed.

As a part of our new system, we will be sending out a Church Welfare Fund manual to all the church pastors. The manual will give a complete explanation of what we want to achieve with the Church Welfare Fund, and how we want to go about it. Possibly this will be in your hands sometime around the Feast of Tabernacles.

Another item to be changed will be the Emergency Fund checkbook. The name will be changed to reflect the fact that it is used as a central checking account which includes not only member assistance, but also other Church-related expenses that need to be paid locally and can't wait for a

check to be sent from Headquarters. The checkbooks themselves are being redesigned as an NCR form so that the expense cards will be partially completed in filling out the checks. This along with an increase in the amount each check can be written for should make things easier for you.

Pastor's Reports

With the addition of the new area coordinators, it's necessary that a change be made in the distribution of the pastor's report copies. Please continue to send the canary color copy to Ministerial Services as usual, but now send the white copy to your area coordinator.

In the future it will help if statements, questions, or requests put in the comments section be as specific as possible in order to allow the proper action to be taken. A general question might cause someone in Ministerial Services to start working on a question intended for an area coordinator.

Festival Applications

The Festival Office has recently informed us that so far less than half of the ministers have sent in their festival applications. All of the applications that have not been received yet are overdue. Therefore, those of you who have not sent in your festival applications, please be sure to do so as soon as possible. The Festival Office will greatly appreciate your cooperation.

"Principles of Song Leading"

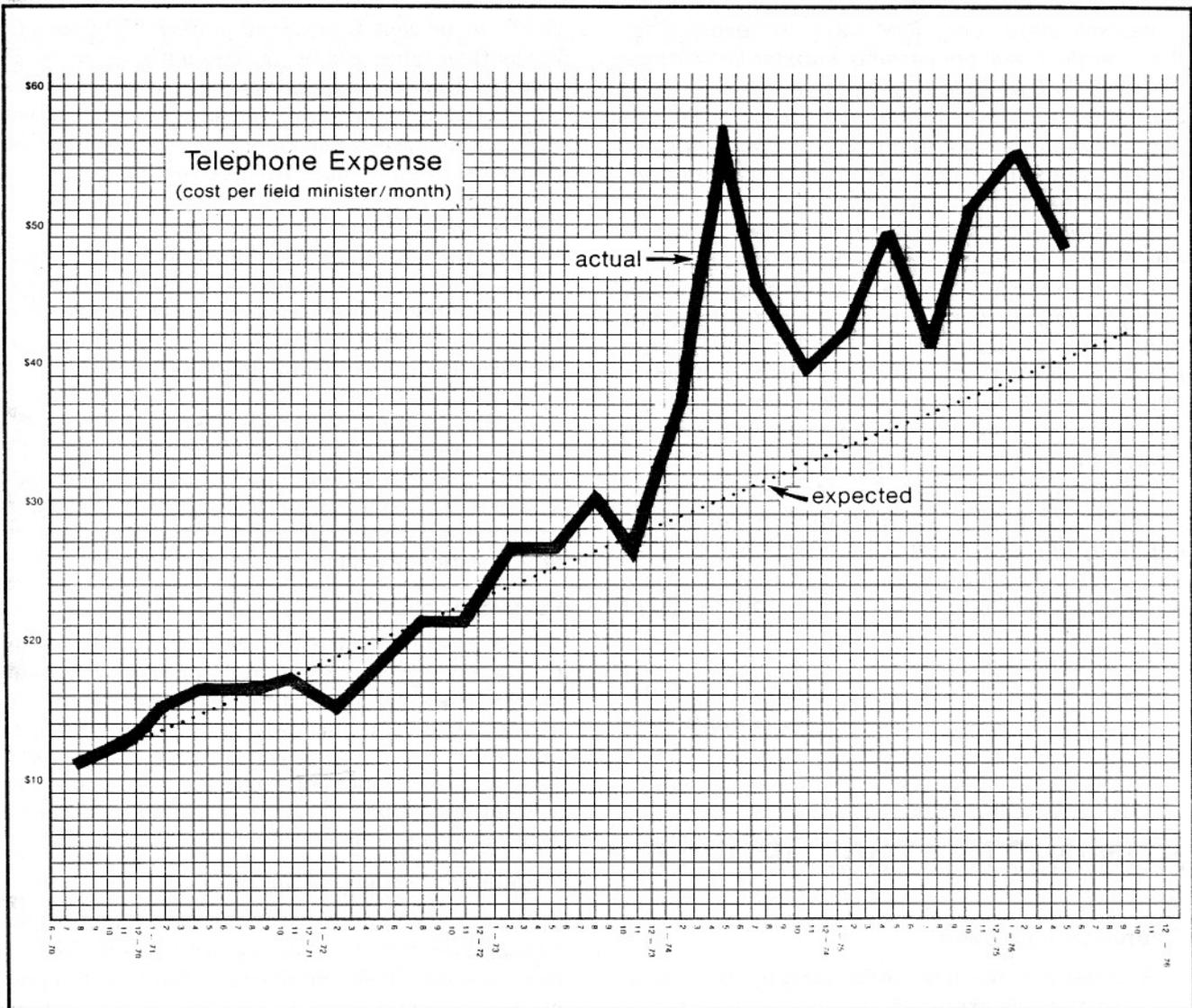
Leroy Neff has recently revised the booklet *Basic Principles of Song Leading*. This booklet contains the basic information and techniques needed by song leaders for church services. Those of you who would like to have a copy can obtain one by writing to Mr. Neff c/o Ambassador College, Big Sandy, Texas 75755.

— Ted Herlofson

Telephone Expense

We have noticed an abnormally large increase in the field telephone expense over the past three years. During this period the telephone area of the budget was overspent by 25% to 35% for each fiscal year budget. This is in spite of the fact that 20% more was budgeted each year than had been the previous year. Sizable increases had been anticipated and planned for, but the actual expenditures were leapfrogging ahead!

As can be seen from the accompanying graph showing telephone expense on a cost per field minister basis, the upward surge in telephone costs occurred at the time of the January 1974 crisis. After January 1974, telephone usage in the field



shot up to record heights. This was understandable because of the needs of the situation. After the crisis had subsided, use of the telephone declined also, but not to the pre-crisis levels. Apparently telephone habits developed during and after the crisis period have continued, resulting in a continuing high level of telephone expense.

In light of this I would like to ask all of you to examine your own telephone calling habits and cutback wherever possible without actually crippling your ability to do your job. One way to do this is to look over the long distance detail that accompanies your normal telephone bill. Also, from now on, I want all of you to include the long distance detail as a part of the back-up receipts that are included with your monthly expense reports.

A few other suggestions on ways to reduce telephone expenses are: 1) use the WATS lines when

calling Headquarters (except for those in California), 2) make a short note concerning what you want to say before you make a call so that time will not be wasted trying to remember various items, 3) keep strictly personal conversations down to a polite minimum, and 4) use a short memo or letter when practical. You probably can come up with many other ideas to reduce telephone expense that apply to your own particular situation.

I'm asking all of you to take this seriously since we have had to limit our telephone budget for the field this fiscal year to \$196,000, which is a huge sum, but only a 10% increase over last year. Therefore, we must not allow ourselves to follow the same pattern of large increases of the past three years, or we will be many thousands of dollars overspent again.

— Ronald L. Dart

BIRTHS

Roger and Donna Abels (Merrillville, Indiana): We are happy to share with you the "joy" of the arrival of our first child. *Jessica Joy*, weighing 7 lbs., 6 oz., was born December 20th after the third trip to the hospital.

Mike and Carol (Howey) Blackwell (Pasadena): Carol kept the family waiting for an extra two and a half weeks but finally got down to business and gave birth to our second child and first daughter. *Rebecca Marie* was born at 5:40 a.m. on July 9. She weighed in at 8 pounds even and was 20 inches long. All are doing well.

John and Merrie (McCann) Elliott (Victoria, B.C., Canada): We wish to announce the birth of our first child, *RaeAnn Marie*. She was born April 19th at 5:30 a.m., and weighed 7 lbs., 1 oz., measuring 21 inches long. Mother and baby doing great, but Daddy is shot!

Ken and Kathy Giese (Minneapolis, Minn.): Kathy and I are pleased to announce the arrival of our first child (a boy!) named *Matthew Charles*. He was born Thursday, May 13th at 2:42 a.m., weighed 8 lbs., 6 oz. and measured 20½ inches long. Mother and son are doing fine. . . . Dad is busy passing out chocolate cigars!

Garvin and Sandra (Carphey) Greene (Anderson-Richmond, Ind.): The third child we called "Junior" for months before its birth finally needed circumcision. *Andrew* Garvin came at 9:00 a.m. after only 4½ hours of labor, despite weighing 9 lbs., 9¼ oz. Since Mom worked that Sabbath (May 15), Dad took the day off to help Mom and son recuperate.

Jon and Ila Kurnik (Penticton, B.C., Canada): Not to labor into the 7th day (but almost), my wife terminated her labor with a sigh of relief and our first baby boy — *Ronald Stephen*. All else remained 7's though — born May 7 at 7:27 p.m., weight 7 lbs. Mother too busy to write this announcement!

Glenn and Elizabeth La Mountain (Columbia, Mo.): We are pleased to announce the birth of *James Allen* on Friday, March 12. He weighed in at 7 lbs., 4½ oz., and was 19 inches long.

Marc and Carolyn Masterson (Phoenix P.M., Arizona): After a rough day of labor on the Sabbath, we were blessed with our special order — a 19 in., 7 lb., 13½ oz. baby girl. Carolyn and the baby, *La-*

tisha Michelle, came through the complications fine, but we almost lost the father! I'm recuperating slowly but surely.

Bill and Darlene Porter (Albuquerque, N.M.): Our first child, *Jessica Darlene*, arrived April 29, 1976. Everyone doing fine.

Richard and Florence Rand (Columbia, Mo.): We wish to announce the birth of our daughter *Carolyn* on June 22, 1976. Mother, daughter, and the rest of the family are fine.

David and Cathy Sheridan (Edmonton, Alberta, Canada): Without waiting for the "due" date of the day of Pentecost, the new addition to our family made his debut on the first day of June. Our first son, *Michael David*, weighed 7 lbs., 2 oz., and was 19½" tall. Mom and Dad thrilled with their black-haired little Danite!

Y.O.U. UPDATE

The dust has finally settled from the conference and we are busily preparing for the coming year. We appreciated being able to get together with many of you both formally and informally at the conference. We received several very valuable ideas.

By way of apology, we are sorry we ran out of coordinators' notebooks at the conference. The demand, especially from the foreign areas, exceeded our expectations. We are now ready to send notebooks to any of you who didn't get them before. We certainly want every pastor and every Y.O.U. coordinator to have a manual. If you need a manual, please let us know via memo and we will be sure you get one. International ministers are welcome to request them, too.

The Y.O.U. calendar of events for 1976-77 is now ready to send out. It lists dates for all of our planned activities up until the Feast of Tabernacles, 1977. This should greatly aid you in planning your own activities for the coming year. We realize that during our first year our lack of being able to always schedule far enough in advance caused some problems on the local level. Hopefully this calendar of events will largely solve that problem.

During the conference the question of tax ramifications of local fundraising projects was brought up. We have had meetings with Ralph Helge and are working on getting the best solution to the problem. We are working on it in conjunction with

our local chapter charters. It looks like the only problem will be that certain fundraising projects may be taxable. As soon as we arrive at a satisfactory solution we will let you know.

Since we made the announcement about youth donations and contributions, some very interesting things have been happening. On Pentecost the teens in the U.S. alone gave between \$13,000 and \$14,000 in holy day offerings. Well over 1000 new first time donors were added to the files.

If you could clarify a few things to the youth in regard to donations it would greatly help us here in Pasadena. Some few have commented that they want to help Y.O.U. but would like to also help make the broadcast more effective, too. Let them know that they *are* donating to the Church, *not* Y.O.U. The Church is merely directing an equal amount to Y.O.U. — since it has to be funded from somewhere. Will you remind them to be sure, when they donate, to put their age and *complete* address on a slip of paper with the donation.

Also please remind them that if they send their offering in with their parents' offering to be sure to designate the amount that is *from them*, and to stipulate if they would like their own receipt.

By the time you receive this our National Track and Field Meet will be history. I think it has been a big success, in spite of some minor problems. It has given a far larger number of churches the opportunity to participate in a national level activity, which should increase enthusiasm in many local areas. From the Southwest region alone ten churches are represented on the national team.

The Bikecentennial bicycling group is doing very well. They have covered over half of the distance, traveling over 2,400 miles. Our group consists of ninety-one cyclists and a varying number of church members who ride along for a day or two. Our group has received special commendations from numerous local and a couple of state governments — including one from the governor of Oregon. A writer/photographer from *Time-Life* accompanied them for one day, so the tour may be written up in *Time* or *Life*. We will update you again on this later.

The second session of S.E.P. is now well under way. The camp is full this session. We want to extend a big "Thank you" to all of you for your help in plugging the camp from the pulpit. That is what put us over the top. The weather this year has been exceptionally good. Rains at the opening of the first session brought the water level back up

to normal and permitted us to run a full program. All the campers are having a great time.

We have a lot of exciting plans for the Feast of Tabernacles this year and are planning a National Youth Conference, but details will have to wait until next issue.

We appreciate all your help and support. Keep up the good work!!

— Jim Thornhill

COMMENTS ABOUT Y.O.U.

Over the past few months we have received many letters concerning Y.O.U. We thought you might be interested in reading excerpts from a few:

From Teens

"I am excited about the Y.O.U. program and am glad to make my contribution for this part of God's Work . . ."

— L.P.

"Thank you very much for our (the teens) program. It is the most fantastic thing anyone has done for the teens in God's Work. I thank you from the bottom of my heart.

"Although I have been able to participate in only one of your national events, I have felt its effect will change the attitude of many teens toward the church. It used to be negative, but now that someone has shown an interest in us, it is changing towards a more positive attitude."

— R.K.

"Thank you for letting me participate in your program. It means an awful lot to me. I really appreciate it. Thank you."

— K.S.

"I, also, want to say we all think forming Y.O.U. was a great idea. And remember too, that all of us out here are behind you all the way, 100%. Thank you very much."

— W.G.

From Coordinator

"I would like to express to you the appreciation that I have for the Y.O.U. program. As a young person growing up in the church I struggled with the same old problems of not being able to fit in with anyone other than other church children, and then at functions few and far between.

"I have seen others come and go and many

times considered leaving myself. It really hurts sometimes when I think back on the friends that I have lost. Not only did I lose them as a teenager, but also through Ambassador College. You'd think that once a young person made it to college and was involved with all the functions there he would never leave. I guess the foundation just wasn't there.

"Now that I am in a local area and have been given the opportunity to work with the young people, I am very excited about Y.O.U. and support it wholeheartedly."

— Doug McCoy

Local Coordinator, Athens, Georgia

Media

We have just completed negotiations for replacement of some major recording equipment in the Radio and Television Production Departments.

Ampex Corporation presented the Work with a package deal to replace our fifteen old audio recording machines with new state-of-the-art equipment. The present machines have been in use in the Radio Studio for as long as 20 years and are finally being traded in on the latest Ampex ATR-100 professional audio recorders.

The service our old machines have provided to the Work is exceptional to say the least. When Frank Inglima started working in the Radio Studio 20 years ago, we were shipping less than 20 radio dubs per day, compared to our present 250 per day. Frank figured an average of 200 stations over the span of 20 years since we have fluctuated between a high of 360 dubs and a low of 20. Most stations are scheduled to play 300 different radio programs per year which means that the Radio Production Department has mailed out approximately 1,200,000 tapes to stations over a 20-year span!

There is about 1200 feet of audio tape per reel, so the Work has duplicated enough tape to span the distance from the earth to the moon with an ample supply left to wrap around the earth.

We will be receiving approximately 40% of the original purchase price of the recorders after 20 years of service. This means if we figure the depreciation at \$1000 per machine (\$50 per year) it has cost 1¼ cent per dub for machine cost. To give you some comparison it cost us approximately 20¢ per

radio station dub for the tape (each tape is cycled about 8 times before scrapping), and approximately 20¢ for labor.

The new audio machines will produce approximately 1.8 times the number of dubs per shift since they duplicate at 30 inches per second or twice our present speed. Double speed does not mean twice the capacity because of load time. Radio Production will now be able to run three shifts if necessary for a theoretical capacity of 1600 dubs per day. If Mr. Armstrong achieves the goal of 2000 stations, Radio Production can now answer that requirement by adding a few more tape decks. It would be impossible to run the old machines longer than one shift since the old tube electronics and mechanical parts would begin to break down. In fact we are presently very close to our maximum dubbing capacity in the Radio Department which necessitated the change to new machines.

Since we were able to obtain a package purchase price we are trading in our two older television video tape machines on the latest state-of-the-art VTR's. The list price on these new machines is around \$120,000 each. Ampex gave the Work an exceptional purchase price which when coupled with the sale of the two older recorders dropped our out-of-pocket cost to slightly over one third of the list value. After eight years of hard use we will be able to sell a machine that originally cost \$90,000 for almost \$60,000. Our accounting records have shown that our older VTR required 6.3 times the maintenance as the newer state-of-the-art recorders. We will be able to save enough maintenance, downtime, parts, and labor to pay the out-of-pocket costs for a new recorder in one year's time.

This new equipment will significantly increase the capacity for Radio and Television in editing and duplication of audio and video tapes.

The following is a brief outline of the new season that Mr. Armstrong outlined to Dick Quincer in a recent meeting.

The bulk of new season taping is due to begin early in August, with the new programs to begin airing in early September. Two programs for the new season are complete as these productions have resulted from tapings done in the Auditorium this past spring.

Mr. Armstrong wishes to do future programs in the studio for the most part, and on close locations when the topics are applicable. Programs will be done as a semi-ad lib-style, and film and graphics will be added when applicable and time permits on a post-edit basis. We will advertise the *Good*

News, Plain Truth, and appropriate booklets that are available in stock.

Projected Festival locations for sermon-style programs are Tucson, October 10; Big Sandy, October 12. Studio recording of additional new programs will start on or around the second or third week of August, dependent upon Mr. Armstrong's schedule.

The program material and ideas being gathered and made available to Mr. Armstrong for his use include such subjects as True Gospel, Bible Prophecy, Real Jesus, Death, The Resurrection, Bible Misconceptions, Prayer, and a host of others.

— John Lundberg

International Division

BONN OFFICE UPDATE

Greetings from the Bonn Office! As you may have already read, Europe experienced an extremely hot and dry summer. Here the weather made newspaper headlines, which reported the rising temperatures and the sinking crop yields. However, as the summer began most of us in the office enjoyed a vacation, taking advantage of the warm and sunny weather. Refreshed and recharged, we plowed back into the awaiting workload on our return.

Over the last few months we have made good progress toward our goal of financial self-sufficiency. At present our mail income shows a 3.4 percent increase over last year. This is more than we had actually expected.

In order to realize our budgetary goals in the past year, the German language edition of the *Plain Truth, Klar & Wahr*, had to be slimmed down to a sixteen-page magazine plus an eight-page supplement of religiously oriented articles from June of last year until September of this year. However, in October the *Klar & Wahr* will be boosted again in size to a 32-page magazine plus an additional eight-page *Good News* type supplement. For the rest of this year, the circulation of *Klar & Wahr* will not be substantially increased. In 1977 though, plans are being made to increase our subscriber list slowly, as income allows, through newsstands, ads in prestige magazines, letters to past subscribers, etc.

In this past year many *Klar & Wahr* readers

were invited to one of the eleven public Bible Lectures held in the German-speaking region of Europe. From October 1975 until January 1976, Mr. Frank Schnee spoke in seven cities reaching a total of 840 new people. As a result of the interest shown, monthly Bible Studies have been started in two of these cities (Munich, Germany and Vienna, Austria) where churches had not yet been started.

In May of this year we held public Bible Lectures in four other cities. Local Elder, Victor Root, filled in for Mr. Schnee when he was at the conference, speaking in three of the four cities. All together we eventually reached a total of 300 new people. The fruits of our latest efforts are three monthly Bible Studies — Basel, Switzerland, and Graz, Austria, and Mannheim, Germany. Present plans include a Bible Lecture series in Nuremberg, Germany, this fall.

Despite the financial trimming down last year, our limited efforts, especially with our small German *Good News* edition, were blessed with impressive success. The Pastoral Administration Department reports that our membership increased twenty percent over last year with presently 261 members and a total of 360 regularly attending services. Since May of 1975 we have started one new church and five outlying Bible Studies which we hope to convert into full-fledged churches in 1977. In order to cope with this increasing workload, two ministerial assistants and their families have been sent into the field.

This year the Feast of Tabernacles will be held for the first time in the scenic Black Forest resort town of Lenzkirch. The expected attendance is around 400 — including a few transfers from the United States and Canada.

In East Germany one of our members, Jorg Harz, is now in the army, but mastering the difficulties well. He is able to keep the feast days and Sabbaths but wants most of all to come to college in Big Sandy, where he has already been accepted. Until now all his applications to the government to study abroad have been turned down. However, with the help of God he hopes to eventually reach his goal.

In general we are looking forward to the coming months as a time to lay the necessary foundation for our expected future growth.

— Colin Cato

Mail Processing

The Update this issue will be brief since July and August are normally low months for mail during the year, and our letter count is following this seasonal trend. We are averaging only about 26,000 letters a week, giving us a total mail count through July 19 of 68,585 letters. Our year-to-date total is 1,279,204 letters.

Subscriber Development Program Progress

Our efforts to create a systematic program to aid in the spiritual growth of our readers is moving ahead *very well!* The first issue of the "Co-Worker Newsletter" has been mailed to all donors and co-workers, and we are already receiving enthusiastic letters from those who got it. From all indications, this Newsletter is going to be a successful tool in bringing our contributors into a closer relationship with us.

Also, another new benefit for our donors has taken its first step forward. Now, for a three-month trial period, all donors can receive Mr. Herbert Armstrong's regular co-worker letters — and then, if they wish, receive it on a regular basis. It's our hope that reading Mr. Armstrong's inspiring and encouraging letters will also work to aid in their progress toward co-worker and possible member status.

That's all for this time.

— Richard Rice

NOTICE CONCERNING RECEIPTS

(Please announce on the Sabbath)

We would like everyone to know we are now in the process of revising our receipting program. Unfortunately, on the most recent statement — covering the period from May 1 to June 30 — we inadvertently duplicated the MISC or emergency fund contributions that were already recorded on the previous statement (January 1 to April 30, 1976). Those of you who contributed to the MISC or emergency fund prior to April 30 will find these same amounts repeated again on this current receipt. However, the year-to-date total is *correct*.

Please accept our apologies for any confusion or inconvenience that this might have caused.
— Mail Processing

LETTER COMMENTS

TITHING

One of the most repetitive trends we see relates to tithing. Month after month and year after year, a constant flow of letters tell of the blessings for tithing and the troubles resulting after discontinuing tithing.

"Enclosed is a check to be counted as first tithe. We were, in spite of the drought that lasted for several weeks last summer, blessed with the most bountiful crop this little farm has seen. One truly can't outgive God.

"I was told 'Armstrong' would take every cent we had. Ha! Well, we've added to our line of machinery, modernized our grain storage facilities, built a new home, bought a new car and the banker is still real happy with us. All this in just six years and the farm mortgage is paid off. Ten years ago, I would have said this is impossible. Now I firmly state, 'with God, nothing is impossible!'"

— Mrs. Harlan Abbas,
Latimer, IA

"My husband and I drive a truck from coast to coast — a husband and wife team — and every month we travel more miles and get larger paychecks. As a result, we're able to send larger tithes and offerings. We know that God is doing this, right through the middle of the winter slump, but the thing that constantly amazes us is how many other drivers — even in our own company — are sitting idle, not able to find loads!

"Every time we get to the terminal, be it west or east coast, there are at least 7 or 8 drivers sitting, waiting sometimes a week, whereas we tend to get a load almost within hours! The bosses and the dispatchers have come to know they can rely on us — and it never fails, God gets us through every time.

"The company gives a bonus for each month with no late loads, and since we've started, we've gotten that check every month. We always make our offerings from that bonus check, and every other month we just send the whole check to the Church. If it weren't for God, we wouldn't *have* a job, so we feel it's only a very small repayment of the debt we owe Him — our very lives!"

— Mrs. James T. Wilford,
Plattsmouth, NE

"Several months ago, after the death of my hus-

band, I started receiving a small pension for just a certain number of months.

"I started tithing again to the Worldwide Church of God in June. In August I was notified I was getting a raise in my monthly pension retroactive from May. This increase was exactly TEN PERCENT, and of course I knew nothing about this increase in advance.

"I just wanted you to know that I feel even though one's income is small, if he gives God His share with the right attitude (unselfishly, etc.) His promise holds true!"

— Mrs. Catha C. Beane,
Miami, FL

"In these days when inflation hits so hard we all feel it, but you feel it more because you've got so much to maintain.

"We feel very blessed because we have gotten raises over the past year to keep up with inflation. We've gone from \$450 a month to \$700, and we know God's behind it all, and especially behind you. Keep up the good work!"

— Mr. & Mrs. Mike Nehk,
Dilworth, MN

"I just had to tell you about my third tithe year blessing. Enclosed is my money order reflecting an increase of over 15% — because that is how much my salary has increased since the last time I sent in my tithes and offerings.

"I had always read other peoples' reports of how God had miraculously blessed them in their third tithe year, but it did not really hit home until it happened to me — and it really is a miracle! It was the *last* thing I was looking for! I was promoted three whole steps and, not only that, my raise was not supposed to become effective until January 1976; however, I was notified it would be effective in December!!

"I thank God continually for His bountiful blessings and am very grateful I am able to give more to the Work of God."

— Deborah A. Dessaso,
Washington, DC

"Although my husband is not a Church member, he began tithing several months ago and since then we have received blessings in abundance — the biggest one a house which seemed impossible before!! I just wanted to share the good news."

— Mrs. Pam Pessinger,
State College, PA

"Here is a money order for one tenth of my

weekly earnings. I used to tithe, and I received many blessings for it. After a time, I quit tithing. Then after a time, God quit blessing me! In fact, I was punished! The small amount I am able to send is evidence of that.

"I liked those blessings that I used to receive. I want them back — if possible! I am going to begin to tithe again, and I will never stop tithing again, as long as I live. Perhaps what has happened to me can serve as a lesson for others."

— Gary E. Hinkle,
Orrville, OH

"Enclosed you will find a money order. This is tithes for two weeks pay. I am behind because I was not faithful with my tithes and offerings for the last six weeks. However, God has given me spiritual stripes.

"I reasoned that 'I would use the money for thus and such and catch up next week' — but it didn't work out that way. I pray that I will soon be able to pay the back tithes to God and His Work real soon. I've asked God to forgive me."

— Jerry Lee Moore,
Dallas, TX

"About five years ago I started getting the *Plain Truth* magazine and other publications. I also started paying tithes, and as long as I paid my tithes willingly, I prospered. I moved away from Jacksonville and didn't have the *Plain Truth* or any of the other magazines forwarded. I also stopped paying tithes. Well, as you probably already know, I started going down. In fact, I went down about as far as you can go.

"I knew why I was going down; I had not included God in my life. I finally wised up. I wrote and started getting *Plain Truth* and *Good News* and other literature. Now I want to start paying tithes again and I want to do it willingly. I just hope my small contribution will help further carry on God's Work."

— Lonnie G. Wudrall,
Ft. George, FL

"I have enclosed my tithes. The amazing way God has blessed us this past year is very humbling, indeed. I had no idea that my income would increase as it has. It gives me greater encouragement to obey God in every area of our life, to remain steadfast in the faith and to be more involved in God's Work."

— Henry Hillman, Jr.,
Southfield, MI