

# Bulletin



of the Worldwide Church of God

VOLUME 4, NUMBER 7

PAGES 85-99

APRIL 16, 1973

## General News and Comments

### MAIL SUMMARIES PASADENA, CALIFORNIA

April 13, 1973

**INCOME:** The total income for the year to date through Thursday now stands at a 7.2% increase over last year. Last year at this time two Holy Day offerings had *already* been received. Therefore the above percentage figure is our increase over last year's income *minus* the two Holy Day offerings.

**MAIL:** The mail for the first quarter is now in and our totals look very encouraging! The total letter count for the first three months was over 989,000. The following chart shows a comparison for the last few years:

YEAR	FIRST QUARTER MAIL
1971	598,871
1972	549,288
1973	989,596

The first quarter of 1973 has shown an 80.2% increase over 1972. These figures are for total mail. However, the most important figure — the figure which registers future growth in income, co-workers and members — is the **NON-INDEXED MAIL** (mail sent in regular white envelopes and often referred to as "white mail"). The **NON-INDEXED MAIL** for the first quarter totalled 398,385 which was a 67.7% increase over the first quarter of 1972.

### VANCOUVER, CANADA

April 4, 1973

Warmest greetings from the Vancouver office! The Canadian Work has had a tremendous first quarter for 1973. Both income and mail are up a good number of percentage points. As of this writing all of the Canadian ministers, and ministerial assistants, along with Mr. Leslie McCullough, the Director of the Foreign Educational Service, have assembled for the annual conference being held this year from April 2 to 5.

### LONDON, ENGLAND

April 4, 1973

#### British and European Section:

In February we sent out 5,000 insert cards in *The PLAIN TRUTH* which offered *The United States and British Commonwealth in Prophecy* booklet. This received an approximate 20% response. In May we are inserting a card in *The PLAIN TRUTH* to *all* the subscribers in England offering the British edition of the booklet *Managing Your Personal Finances*.

In the subscriber copies of *The PLAIN TRUTH* we have recently included return-addressed cards offering the Correspondence Course as well as cards offering a subscription to the magazine. This should rapidly increase the student enrollment in the Correspondence Course in the coming months.

#### Indian Section:

This Monday, we received another box of mail from our forwarding address in Bombay. The box contained 808 letters and post cards, of which 227 were responses to the broadcast over Radio Sri Lanka.

# Personal NOTES

## BABY NEWS

**Al and Edna Barr** (St. Louis): We are very pleased to announce the birth of our second daughter, *Sussanna Marie*, at 9:20 a.m. on March 9. She weighed 7 pounds, 6 ounces and was 21 inches long. Edna had 6 hours of labor. Everyone is doing fine.

**Mel and Betty Turner** (Tulsa-Ponca City): Would like to announce the birth of our second child and first son. His name is *Jonathan Michael*. He arrived 3:00 a.m. Wednesday morning, February 28. Weighing in at 8 lbs., he's been a live wire ever since!

## LETTER COMMENTS

This week's comments are in response to Mr. Ted Armstrong's broadcast series concerning juvenile delinquency and child rearing.

### Afraid to Make More Mistakes

"I watched your television show this morning and for once, I think, I have the answer on how to raise my five children. The articles I had been reading previous to hearing you had me frightened to discipline my children the way I saw fit. My teen-age son had me convinced that I had no right to decide how long his hair should be or what clothes he wore. I'm still a little confused, especially with the older boy, and would appreciate very much your book *The Plain Truth About Child Rearing*. I'm so afraid of making any more mistakes with the younger children."

Mrs. Rose L.,  
Dover, New Jersey

### Brought Up Daughter With Everything — But Nothing

"In listening to your programs every morning, I have found the answer to a problem I could never understand before.

"Perhaps I can briefly tell you about myself and the problem. I had two daughters that grew into

(Continued on page 98)

Ministerial

# Bulletin

of the Worldwide Church of God

EDITOR

HERBERT W. ARMSTRONG

EXECUTIVE EDITOR

GARNER TED ARMSTRONG

MANAGING EDITOR

DAVID JON HILL

Title to this Bulletin is reserved in The Worldwide Church of God and it is loaned only, subject to return upon request. Copyright © 1973 by Worldwide Church of God. All rights reserved. No part of this publication may be reproduced in any form without permission in writing from the copyright proprietor.

## Book Review

**O Jerusalem**, by Larry Collins and Dominique Lapierre, Simon & Schuster, New York, 1972, 670 pages, \$10 (or less in paperback)

The two-word title is taken from the Old Testament ("If I forget thee, O Jerusalem . . ."), the New Testament ("O Jerusalem, thou that killest the prophets . . ."), and the sayings of Mohammed ("O Jerusalem, the choice of Allah above all his lands"), thus driving home the painful fact that Jerusalem is a sacred city to all three major monotheistic world religions.

In a breakneck pace more attuned to a Hollywood movie script than a piece of micro-history, the co-authors reconstruct the *Drang nach Jerusalem*, by Jew, Arab, and Christian alike; the latter category represented by the imperturbably anti-Semitic British. In 46 chapters, the three combating factions reenact the 33-week siege which lasted from the U.N. decision to partition Palestine (November 29, 1947) to the second makeshift ceasefire 230 days later (July 17, 1948). Nearly half of the 600-page narrative takes place during the not-so-merry month of May — plus or minus a fortnight of the book's focal date, May 14, 1948, the day David Ben-Gurion announced the birth of the long-awaited Jewish state.

The American and French co-authors of *O Jerusalem* had two previous best sellers (*Is Paris Burning?* and *Or I'll Dress You in Mourning*) in

(Continued on page 97)

# WORLDWIDE CHURCH OF GOD

WORLD HEADQUARTERS  
PASADENA, CALIFORNIA

HERBERT W. ARMSTRONG  
PRESIDENT and PASTOR

OFFICE OF  
GARNER TED ARMSTRONG  
Vice President

Greetings in the service of Jesus Christ of Nazareth.

I am dictating this Bulletin letter at "The Velvet Turtle" in Pasadena -- it is so dark in here that I have renamed it the "Murky Turtle" -- just following some extremely profitable morning meetings.

First, Mr. Portune, Mr. Rader, Mr. Dart and myself discussed long-range plans for the colleges and the total Work -- with special emphasis on the junior college at Big Sandy, hence Mr. Dart's presence. Then, later, my father and I got together for a very lengthy and deeply heartfelt talk in his office concerning many of these same things.

The subjects Mr. Armstrong and I discussed were very wide ranging, and included the entire concept of accreditation, methods of efficiently expanding our colleges to include more students (especially the children of our brethren!) within the limitations of a constricted financial year, the restructuring of our approach to ministerial training at the campuses so that we can make it clear to those we feel could potentially be qualified for the ministry what their strengths may be and how they can far better prepare themselves in advance with the knowledge of where they may be headed. I hope that we can be able to give our Ambassador College students a firm career orientation, rather than the present situation of total frustrations and aimlessness because of lack of individual goals -- and this would apply not only to potential ministers, but also to all other students preparing for various occupations, both within and without the Work.

Literally dozens of subjects were covered (which I won't have time to cover here) in the thoroughly animated conversation between Mr. Armstrong and myself. However, I think that since The Worldwide News is now a reality, it will begin to take a good deal of the basic information that all the brethren should freely receive -- enabling us to concentrate in the Bulletin on those things we want to privately and personally convey to you -- God's called and chosen and loyal ministry. Consequently, you can expect a great deal of information from me or concerning my activities and whereabouts and also those of Mr. Herbert Armstrong to begin to appear in The Worldwide News.

By the way, Mr. Armstrong and I also covered our new church newspaper in some depth, and my father is certainly enthusiastic about this exciting means of reaching our brethren with such vitally needed information that we all know they are hungry for. The reports that have come back to us about the brethren's excitement about and appreciation for The Worldwide News is especially encouraging to me. Thanks for doing your part -- and keep it up.

My father is currently planning to be in Pasadena for the Passover and the Holy Days, and almost immediately thereafter he will be going to Asia for two large and important dinner occasions.

First he will be the honored guest at a dinner hosted by Prince Mikasa to be attended by top Japanese archeologists regarding the upcoming cooperative archeological dig in Israel -- which will be a joint effort between the Ministry of Education of Japan, Ambassador College, the government of Israel and noted archeologists. (Furthering the cooperation between the governments of Israel and Japan may prove to be a very significant role for Mr. Armstrong and Ambassador College.)

Then the next night during another formal dinner, Mr. Armstrong is to receive a special citation from the Japanese Government -- the highest award given to any non-Japanese citizen. This occasion, which will honor some others also, will be attended by the very top leaders in Japan, both in government, the royal family and probably industry.

Think of the significance of this! Especially in Japan, the country destined to be one of the world's great superpowers in the next decade, possibly surpassing the United States in the economic and perhaps also in the political and military spheres.

As present plans have it, Mr. Armstrong will fly from Japan to Amsterdam -- with his route to take him to Alaska and over the top of the world. In Holland, at the World Court in The Hague, my father will meet with our old friend Dr. Singh -- and a possible meeting with Queen Juliana, if both my father's and her schedules can coincide.

From there, he will go to India to again see Mrs. Gandhi -- and from there he will be accompanied by the Afghanistan Ambassador to India as he flies to meet the King of Afghanistan (who has had the longest uninterrupted reign of any king on earth today.)

I will be leaving about the same time for some interviews planned with officials in the European Economic Community and, HOPEFULLY (we're still working on it), an interview with Willy Brandt and Franz Josef Strauss.

Currently, the plans are to spend a long weekend in Bricket Wood, perhaps have an opportunity to speak to the Church there and take the forum for the college. I am looking forward to visiting with the Merediths in their new location and seeing many other old friends in Bricket Wood. This will be a terrific opportunity for me, personally, since I have not set foot on the Bricket Wood Campus in somewhere in the neighborhood of three years, and it has been quite awhile since I have spent very much time with the student body. Mr. Hunting is back in Bricket Wood now, having availed himself of all the "dandling" time he could manage in Pasadena with that young new grandson who is going to perpetuate the Hunting clan during the Millennium!

At the present time I am slated to leave again for Big Sandy sometime Friday morning and will be there for the first annual Holy Day and most of the Days of Unleavened Bread. I am presently planning to fly back to Pasadena after sundown on the weekly Sabbath to conduct a marathon television planning session for next season's programming all day Sunday, followed by preaching in Pasadena on the last Holy Day, and then another planning session on Tuesday before taking off for Bricket Wood and Europe on Wednesday.

This trip should take approximately two weeks or perhaps a very slight bit more, and then right back to Pasadena for additional television planning for the coming 1973-1974 season -- we begin taping in June for airing in September.

The campaigns in Salt Lake and Dallas were EXCEEDINGLY effective -- I feel that God certainly did inspire and use me in a more effective way than ever before! I especially felt very good -- spiritually, mentally and physically -- during the Salt Lake City campaign, and have never spoken to a warmer and more instantly responsive or friendlier audience. I do believe Salt Lake City may well have been our very largest campaign from the standpoint of the proportionate number of outsiders to members. Remember, we only have a very small 300-member congregation in the Salt Lake City area, yet we were beyond overflow capacity, with people crowding in the doors and aisles and many turned away every night.

Over in Dallas, the crowds were equally as large -- but we must remember that we could easily attract somewhere in the neighborhood of 1500 or more of our own people from the four A.M. and P.M. churches in the area. However, not all of them came to each occasion, and we still had overflow crowds every single night. The auditorium seated about 3400, but we had the sides, the aisles, the exterior passageways, the lobby and other areas of the auditorium jammed, plus we turned away somewhere in the neighborhood of several hundreds to a thousand each night!

We estimated somewhere between 4,000 or 5,000 were actually in the auditorium and I cannot at this moment give you the exact statistics on this, but I'm sure they will appear in The Worldwide News.

And let me tell you, we were doing the job of giving a real witness to these people -- the seeds of God's truth have been sown in yet additional thousands of minds, seeds which will eventually pay off during the coming months and years ahead, and even on into the beginning of the tribulation for our peoples.

I spoke concerning our pending economic collapse, trade war, the European Economic Community, the rise of Japan and many other problems. As these things become reality, and when these people begin to see and live what they have heard, there is no telling how big a harvest will eventually be reaped as a result of these many different methods of impact upon the American and Canadian public.

The editing is preceding for the one-hour campaign specials -- and of course our promotional department and all those involved are busy trying to locate the very best cities, channels and times during the summer.

Prior to air time, I am sure we will be able to have an article in either The Worldwide News or in the Bulletin to inform the entire Church as to when and where the specials will appear. We want to make sure that all of our own brethren will be able to see them, and furthermore, we especially want to be sure to encourage our brethren to tell all their relatives, friends, neighbors and all of their social and business contacts of the television specials so they can watch them at the same time. Actually, in this way, we can ensure a very much larger audience than would normally be obtained through media advertising. Remember we must involve the brethren whom God has given us to do the Work. And I know this is what the brethren have been longing for!

Regarding the developing situation in Big Sandy, as soon as we have some tentative information concerning the exact number of students we can accept, and concerning the academic requirements for a junior college curriculum, we will send this information to all of you. You can then make announcements in local church services, or perhaps call special meetings in the area to define to all the brethren what we have in mind to serve as many of their children as is possible. We are going to do all we conceivably can to give every qualified student in God's Church the benefit of an Ambassador College education. Please pray about this -- our teen-agers and especially their parents deserve it! In fact, it is a part of our commission! (Mal. 4:5-6.)

Currently, we have about five separate methods we are looking at concerning additional dormitory space for the Big Sandy campus expansion: (1) refurbishing the existing booths (which are not yet finished but have been used for storage) into the configuration of student dorms; (2) purchasing trailer houses in specially designed modules for dormitory purposes; (3) building two-story frame buildings for approximately 19 to 21 dollars per square foot; (4) obtaining pre-built houses (there is a man in a nearby local town who builds such houses and moves them onto the site for a flat fee); (5) the possibility of obtaining housing in nearby communities through assigning certain motel rooms, rental or lease apartments, or live-in rooms or even the possibility of leasing a hospital building which is currently vacant in Gladewater!

At any rate, those involved in these in-depth studies are addressing some of these logistical problems as we plan a gradual expansion on the Big Sandy campus. At the present time, we can expand our student body from our near 400 level to 550 without adding one single faculty member!

One key to all of this is going to be accreditation. There is legislation pending before the Texas Legislature at the present time concerning whether or not all institutions of higher learning inside the state of Texas will have to be accredited.

There are only ten states out of the fifty which do not require accreditation at the present time. It only happens coincidentally, or so it seems, that California and Texas are two of these ten. I have had very thorough talks with Mr. Armstrong concerning the entire subject of accreditation, and he has asked me to obtain the very best advice in many of these areas. Mr. Armstrong has also requested that I pursue whatever course of action concerning becoming accredited that is necessary. Should we apply for accreditation as a Bible Institute? A college in the liberal arts tradition with a theology major? A business school? A junior college? In whatever configuration that is logical and right -- and always 100% consistent with our fundamental educational philosophy -- we should receive the proper recognition from these accrediting institutions -- at least the same recognition that has been given to such sleazy and rundown little colleges as exist all over many states of the country; nameless places which cannot "hold a candle" to Ambassador College in facilities, faculty, or in countless other important ways.

If we can get accreditation at Big Sandy -- even as a junior college -- this will immediately avail many potential students of bank loans and of the GI bill. Furthermore, we shall have to emphasize to incoming students a much greater need for many of them to try to find jobs off campus, or to support themselves throughout their college education without having to obtain a job on campus (which is, of course, what the vast majority of students do at all other colleges!).

The really big expenditure in financing additional students is that we have been forced to employ those students. Of course, where that employment is absolutely required and necessary, both the college and the student benefits -- but where it is only a token job to the student in order to keep that student in college, then it becomes an enormous financial drain.

There are dozens of other things we are considering, and I am looking forward to relating them to you in future letters.

Mr. Albert Portune and his wife will very likely accompany me as I go to Big Sandy in a couple of days. (By the way, Mrs. Portune has been steadily recovering -- and we are all thankful -- from complications caused by a blood clot which lodged in, and collapsed part of her lungs. The clot was the result of a cast made necessary by a severe break in her leg -- a skiing accident.) Mr. Portune will be sitting down with Mr. Dart and others over there to work out some of the logistics from the financial vantage point.

If it does not detract from our total financial statement, we are fairly certain that we can get either secured, or unsecured loans from cooperating East Texas banks to help us finance one or another of the aforesaid procedures in obtaining additional dormitory space for prospective students.

Meanwhile, I hope the entire Church membership can really be enthused and encouraged over this tremendous opportunity to open up the gates of Ambassador College for at the very least two good solid years of Ambassador College education for so many hundreds of our young people who really need what Ambassador has to give.

Then even though they may not be used directly in the Work, they can go back into their local communities a far better and more fully developed personality, having had the opportunity to meet and fellowship with other young people their same age with the same drives and goals in life, having had the kind of teaching that will make them real LEADERS among the church brethren and the general community in their home areas.

There is much more to say that I just can't take further time for now -- I'm about to ruin my voice from having talked steadily all day today and having done two television and several radio endings yesterday, and am still slated to do AT LEAST two more television programs this afternoon!

That's about it for now, keep the lines of communication wide open, keep enthusing and inspiring the brethren, and I hope all of you and all of God's Church have a very deeply moving and spiritually rejuvenating Passover season and Days of Unleavened Bread.



Surely the Passover is a time when we can go before our God and our Savior, Jesus Christ of Nazareth, with a deepening sense of the awesome blessing which His gracious forgiveness and mercy really is, and once again renew our faith in the limitless mercy and forgiveness of our heavenly Father as we partake of the symbol of Christ's shed blood and His broken body together, united with one Spirit in one Body in this great worldwide Work God has given us to do!

In Jesus' Name,

*Barney Led Armstrong*

# Financial Affairs and Planning

ALBERT J. PORTUNE

Greetings once again to you all! It seems to have been a long time since my last letter in the Bulletin, but things really have been so quiet of late, and most of the activities have been covered by either Mr. Ted Armstrong or Mr. Antion.

You will all be happy, I am sure, to hear that the income is slightly on the upturn overall. But, we are still in somewhat of a low spot in cash flow as we approach the Holy Days. This is, as you are all aware, traditional for this time of the year, and I am fairly optimistic that the Holy Day Offerings will make quite a difference in our overall income *and* cash flow. Remember, however, that last year in the early summer months we did take up a special offering which will, as we proceed thru the year, continue to depress our percentage statistics. However, that is still a little way off in the future, and I will let you know the trends as they develop.

Incidentally, I should mention that we have received some comments from various members and ministers about the fluctuation of income and expenditures at roughly the same time each year. Some have jokingly referred to this as "our annual financial crisis." I would like to mention that we are, as an organization, not unique in this regard. A large number of medium and large corporations experience these kind of business cycles at fairly regular intervals. Lots of other organizations go thru the same kind of belt-tightening. They let a few notches out through the year and then go back again, 12 months later, thru another belt-tightening operation. Although this information doesn't necessarily help with the financial problem, at least it helps us realize that we are not unique in this regard!

As far as the Building Program is concerned, the Auditorium is now approaching completion as to external work, and most activity is now going on internally, and unseen, on a day-by-day basis. This tends to give the impression of very little activity being carried out, but, believe me, this is not the case! We are still hoping for completion early in 1974, and it looks now as if we will make that date even though we have lost some time due to heavy rainfall over the last couple of months.

The running track/parking structure is also nearing completion and is scheduled for use by the

end of April. They have now completed laying the artificial running surface and are presently working on the infield and trim. Incidentally, we received a brief write-up in Sports Illustrated about the uniqueness of the structure, and the Los Angeles Times also ran a brief article with a drawing. It seems as if once again we have hit on something unique!

As far as the freeway is concerned, the North-South Long Beach Extension that runs alongside the campus has been halted for some ecological impact studies. As a matter of fact, the State has stopped construction on all freeway projects in California in order to prepare a more detailed master plan. This means that, as far as we are concerned, we will not have to relocate Imperial Grade School for at least one more year, possibly longer. This is quite a relief to me personally because relocation is an expensive proposition.

By way of a personal note, I would like to mention that I shall be going to Edmonton, Alberta, to conduct a Personal Appearance campaign along the lines that Mr. Ted Armstrong has outlined in his letters. This will be sometime in early or mid-June, possibly before Pentecost. The prospect is very exciting to me, but, needless to say, I am quite nervous and would appreciate your prayers.

The overall concept of these public appearances by Mr. Ted Armstrong seems to have really caught on with a great deal of interest and full houses everywhere he has visited. This trend alone is encouraging to us in the Business Office as it does indicate more donors, co-workers and, ultimately, members will develop over the next several months.

On another personal note, I would like to thank you very much for all of your prayers concerning my wife and her recent ill health. As some of you may know, she broke her leg in a skiing accident, and the complications that followed kept her bed-ridden for several weeks. The result has been the need for careful and painstaking attention to exercise and body manipulation, which I have had to personally supervise. Happily, and with God's blessing, she is now able to get around with the aid of a walker and is well on her way to full recovery. Needless to say, it has been somewhat of a trying time for me, and I have really appreciated all your concern and prayers. Thank you again.

It looks as if I shall be seeing some of you in Toronto as I shall be there during the last few days of the Days of Unleavened Bread with Mr. Ron Dart, who will be conducting a campaign in that city. He is just as nervous as I am, I can assure you, and would also appreciate all your prayers. □

# Church Administration

DAVID L. ANTION

Even though this Bulletin will not reach you before Passover, we here at CAD want to wish you a most meaningful Passover and Days of Unleavened Bread in your personal relationship with our Lord and Savior, Jesus Christ!

Well, the beautiful weather we've experienced for so long was too good to be true. The smog is appearing again in the Southland as the weather begins to warm up. We can barely see a faint outline of the mountains today.

We can't complain, however, because we have had a beautiful winter and so far a very fine spring. We've had mostly clear weather since last fall with hardly any smog. We'll try not to let the thought of the smog coming back depress us too much.

## A Potpourri of News

Mr. Ted Armstrong recently completed the Dallas and Salt Lake City personal appearances. He returned last night (Monday) from Big Sandy after the very successful Dallas campaign, and was scheduled to resume taping at the television studio this morning.

Mr. Herbert Armstrong was able to visit the Buffalo area and to speak to a combined group of members from the Buffalo, Rochester, Syracuse, Toronto, Kitchener and Hamilton churches. Nearly 2400 people were able to attend!

Mr. Armstrong also attended the last night of the Dallas campaign and is now back in Pasadena where he is scheduled to remain through the Passover and Days of Unleavened Bread.

## Emergency Fund Suggestions

You have now had the policy and procedures for the Emergency Fund for several months. What we sent was the policy which had been established for quite sometime, along with a relatively new updated procedure as far as the mechanics of the handling of the fund is concerned.

However, we need to keep these policies up to date and to review them periodically to make sure they are still applicable and workable.

In this light we would like to begin reviewing the Emergency Fund policies and procedures.

If you have suggestions or comments about the

Emergency Fund and its workability, please send them in to your Regional Directors. The Regional Directors can then forward these suggestions on to Headquarters so that we might have some input during the study we will be making.

The main concern we have is to make sure the policy is workable and practical today.

Since third tithe is also a part of this picture, we would like to have your comments and suggestions about our third-tithe policy for widows as well. If any of you have questions about third-tithe policy, we would like you to relate that to your Regional Directors.

Thank you very much for your input on these matters.

## Manpower

We have recently selected the ministerial trainees who will be sent to work in the field this summer. The assignments have not yet been made, but we have made the selection of the personnel.

Each of the men was informed that according to our new policy he is guaranteed one year of employment. At the end of that year he would have his work reviewed as to his progress, his abilities, suitability, growth, potential, etc. for field work.

At that time we would make the decision whether or not to hire him permanently. If we did, he would then become a permanent employee of the Church Administration Division and would *not be subject to layoff!*

Also, we want you to know that all ordained men — full time in God's ministry — are not subject to layoff. In the future, if we have to have budget cuts we will cut down the number of ministerial trainees to be used in the field instead of laying off any ordained men.

The only way that an ordained minister can be laid off is if his performance in God's ministry is not up to the standards set down in the Bible. However, he would have to have been given *two* chances to improve his performance. He would have to have clearly understood what the situation was and how he could make better progress.

## New Pay Scale

The new pay scale has been worked out and will be sent to our Regional Directors immediately. Essentially the pay scale is constructed on the basis of paying for the *job* rather than for rank or title.

We categorize the jobs in this manner: Church pastor, associate pastor, and regional trainee. The Church pastor category has a span of salary of one hundred dollars. In other words, the top salary for a Church pastor is one hundred dollars a week

more than the bottom salary for Church pastors. There's that great a span for improvement and growth. There is that great a span so that the salary can be varied according to the man's experience and growth and number of years service, etc.

The associate pastor's salary also has a span of one hundred dollars. There also is an overlap of salary range between the associate pastor and the Church pastor. That means an associate pastor could conceivably be making as much as a Church pastor. There are legitimate reasons for this. One is responsibility. If an associate pastor over one huge church carries as much responsibility as a Church pastor over a couple of small churches, then he should be paid accordingly.

The ministerial trainee has *no* span in his salary. Because it is a trainee position, the salary will stay fixed throughout his year of training. The only way a ministerial trainee can receive more salary is if at the end of his training period, or before that time, we decide to make him a permanent employee of the CAD.

I thought these points might be helpful for all of you to understand. We would like to pay for job performance primarily, and so that is the way we designed the pay scale.

Your Regional Director will be the man to administer this pay scale, and his input will be of prime importance.

### The Ministry and You

In the Bulletin before last we talked about counseling. We mentioned that this is one of the main duties of God's ministry.

We also talked about the attitude a minister should have when counseling. We mentioned that he should be warm, helpful, concerned, fatherly and have patience.

But I'd like to dwell here on one very important phase of counseling.

*Counseling should not produce a state of dependency in God's people!*

Often God's ministers are hurried and pressed for time when our members want their attention and desire answers to problems. It is very easy to just give an answer to a problem without explaining *why* or *how* you came to that answer. It is also easy to make people's decisions *for* them, thus creating in them a dependency on the minister.

You know how it is. Children sit in the classroom and one child asks another for the answer to a math problem. A child might say, "What's the answer to number 4?"

"It's 42."

"What's the answer to number 5?"

"66."

"What's the answer to number 6?"

"83," etc.

We can see that this can go on indefinitely. But each time a student gets an answer to a question without putting forth effort to answer it himself, it only solves the immediate problem. It doesn't solve the real *basic problem* — that of learning to figure out the answer and, make a decision for oneself!

If you don't teach people to make their own decisions through their own effort and by using wisdom, you will create in them a dependency on the ministry. This is not good for their character development.

Therefore, it is the job of the minister to *lead* people to conclusions. To help them arrive at their *own* decisions with proper guidance.

This takes tact, wisdom and perception on your part. Show them the points to consider. Ask them the right questions that they need to consider. These questions will lead them inevitably to the right conclusions. Show them why they must consider certain factors. In other words, **TEACH THEM HOW TO MAKE DECISIONS!**

Parents are making a big mistake when they refuse to teach their children to become independent. They continuously keep their children in a state of dependency on the parents. Some mothers would rather wash the dishes themselves because it's easier than teaching their daughters how to do it properly. Fathers often do a certain job themselves because it's easier than *teaching* their sons to take on the responsibility.

And many times it is easier for a minister just to give the answer which he can readily see, than to teach the member how to make that decision for himself.

In my estimation there is no more important phase or principle in counseling than helping our people make their own decisions!

But there is another reason why we sometimes don't show our members how to make decisions. Deep down in the back of our minds we may feel that if our members learn to make decisions — wise decisions — for themselves, they will not need us any longer. We may feel that if that happens we will be out of a job, or that we won't be the center of constant questions.

*This is not at all true.* This will leave you free to do other *more important* work for your congregations. If your people can take care of the smaller problems for themselves — not because you tell them not to come to you, but because they are

growing in spiritual maturity — then you can concentrate on inspiring greater overall growth in your entire congregation. You'll be able to spend more time building them up in the true knowledge, spiritual strength, and character of Jesus Christ.

A successful minister is not one who is always running from one problem to another. The successful minister is a person who has really solved the problems by having taught his people to solve problems for themselves, and is now concentrating on building real spiritual maturity in his congregation.

When counseling, try thinking of the future instead of just the present. Yes, you can answer today's questions. But will you have to answer more of the very same type tomorrow? Or, will you work on the future now by teaching your people how to solve many of their own problems?

To be the very best kind of ministerial counselor you must help your people grow to a state of maturity — not a state of dependency.

Have a good Passover and a wonderful Feast of Unleavened Bread! □

## ABOUT THE ENCLOSED LITERATURE LIST

We have again included for your personal use a revised literature list with this Bulletin. As we print updated copies we will send them to you for your information.

One note of caution though: it could become very costly for the Work if every member wrote for every piece of literature they didn't have, so we are asking your cooperation by not passing the list around among the members or tacking it to the church bulletin board. We certainly do not want to keep the literature from those needing it, but most of this literature has already appeared in *The PLAIN TRUTH* at one time or another.

As might be expected, it's a battle to keep our literature lists up to date, so there are already a few corrections we would like to bring to your attention.

— Mr. Armstrong's autobiography is not yet available even though it is listed.

— The new booklet *The Four Horsemen of the Apocalypse* is now available. The code is "FH."

— The actual title of the booklet coded "GE" is *Does God Exist. Seven Proofs God Exists* is a separate booklet coded "SP."

— Reprint number 674 ("Great Depression — Could It Happen Again?") is no longer available.

## BOOK REVIEW

(Continued from page 86)

which to polish their technique of "new journalism" — using fiction techniques to express non-fiction narrative. In conducting over 800 interviews and perusing nearly as many hundred books and personal files, the authors assembled a mountain of trivia which amazingly never loses sight of the emotional impact of the overview. While Leon Uris' *Exodus*, and the book previously reviewed here, *From the Ends of the Earth*, capture more of the intensely personal viewpoint of a dozen or fewer participants, *O Jerusalem* retains this emotional appeal without sacrificing historical accuracy and scope. It covers all the major Israeli, Arab and Christian participants (including Americans) in dogged detail.

For a brief sampler, there's the Golda Meir tale. Landing in New York City with \$10 in her pocket, she returned to Israel with \$50 million, twice the amount requested but barely enough to make ends meet in the yet-undeclared nation. There's King Abdullah lecturing his fellow Jordanians in a fierce sandstorm which obliterated his every word. There's the Jew, Ehud Avriel, scouring the used-gun depots throughout Europe with false credentials and a Swiss bank account filled with Golda Meir's \$50 million — buying arms, shipping them, and snookering the British blockades and Arab ambushes to reach Jerusalem's outmanned Haganah — all this while it was illegal for an undeclared nation to own or buy arms.

The profoundly moving vignettes seemingly never cease. But despite the brilliant ingenuity of the Jews, the often ludicrous blunderings of the Arabs, and the disdain of Britain and the United Nations, this book is in the final analysis profoundly *sad*. There are tragic accidental deaths on both sides, of innocent bystanders as well as dedicated leaders (David Marcus, an American Jew, and Abdul Khader Husseini, the most capable Arab general). But the major sadness is the spectacle of two faiths — each proclaiming "Thou shalt not kill" — busily doing just that to fellow sons of Abraham. Whether man claims Torah, Koran, or Gospels as his Holy Word, that man when cut off from personal responsibility to his Maker compromises all standards for which he is supposedly fighting and dying.

This May 14 marks the silver anniversary of the Jewish state. It will be a source of rejoicing to many — as it should be — but it should also be a day of meditation and mourning. Not only were 6,000 Jews lost in the War of Liberation, but thousands more Arabs were put to death by Jews, thus

bringing to mind the words of Zechariah: "... all that burden themselves with it [Jerusalem] shall be cut in pieces..." (Zech. 12:3). At this 25th anniversary season, *O Jerusalem* can be a deeply moving experience, well worth the ten dollars and ten hours you may wish to invest in it. □

## LETTER COMMENTS

(Continued from page 86)

fine young women with no problems. In 1953 we had a third daughter eight years younger than the other two. We all loved her. She was beautiful. All of us gave her everything. The teachers at school told me when I began to worry about her school-work and lack of interest not to worry, she was such a beautiful child. I am 60 now, the child is 20. We had trouble through high school and after. At 14 I tried to discipline her but it was too late. At 19 she married. She has two lovely children and a husband who loves her but she has had a nervous breakdown, has never loved me, and is just beginning to feel a little closer to me. This is not because she has changed but because I have changed. Your program and your teaching of the Bible have shown me how wrong I was in bringing up a daughter with everything; but nothing.

"One time I was actually ashamed. My husband and I went to a Girl Scout program. Each girl was to tell the things she did at home to help the family. When my daughter's turn came; she stood in the center of the circle tongue-tied because she didn't have to do anything at home. Her older sisters did it for her. At that time I thought it was funny, but now I know my daughter is struggling to right the wrong teaching she had. Her children are being brought up in a different manner. Keep your programs going, Ted. Maybe more of us will learn sooner than I did."

Mrs. Gladys C.,  
Santa Barbara, California

### School Bus Driver

"You awaken me each morning at 5:00 a.m. on KRLD. You make my day more pleasant. I agree with you 100% on child rearing. How I wish there were more like you. Being a rural bus driver and coming in contact with seventy-five children five days a week, I know you speak the plain truth. Keep up the good work and I'll do what I can on my end."

Mrs. Estelle J.,  
Seagoville, Texas

### They Desperately Need Help

"I listened to your program last evening. Was very inspired by the things you had to offer on child rearing. My husband and I desperately need help for our children; he has by former marriage four very undisciplined monsters. I have kept faith in God the past year and a half, hoping that things will get better. The marijuana smoking, stealing, bad mouthing us and teachers, and bad grades, don't upset their father enough for him to get up off his fannie to do something about it. He feels they will turn out to be great kids because of their curiosity and experiences. I say they won't. All this has caused bad feelings in our relationship. I am losing respect in my husband as a father and as a man. The children resent me because I try to enforce rules and discipline them. He seldom backs me up. I know they all need me and I will try anything to help and save our marriage. Please send us your book, we can both use it."

Mrs. Thomas F.,  
San Diego, California

### From a Professional Child Sitter

"This morning you were talking on child rearing. This subject is a very grave one to me. I have cared for children sixteen years in my home as a licensed sitter. I understand what you are talking about, the modern way to raise children. I am not allowed to hit or slap, or my license can be revoked. I am presently taking a course in director, administrator of a day-care center at Santa Rosa Junior College. Believe me, I come home so upset and angry. This class is teaching prospective students that children are left to make decisions on their own. If they slap, bite, spit, or tear or destroy other's property, they are held and told we don't do that (they say there is something wrong at home or missing in his life and that is why he does this). Then the child is sent to a psychologist instead of the old-fashioned woodshed. Also, they permit dolls with sex organs added so the child at a tender age also gets sex education. When parents protest, they are laughed at or told they are immature. Mr. Armstrong, where is this damaging education for our very young going to lead us? I, for one, am afraid, very much so as I see more and more unfold before me. How can we stop this type of permissiveness and go back to the old way of love, honor and obedience to be expected of the child instead of the parent loving, honoring, and obeying the child?"

Mrs. C. T. G.,  
Petaluma, California

**Sees Problem/Need Answers**

"I have small children with a tremendous will of their own. I don't know how to deal with it. I've tried everything. I can see the direction they're going and I need help. My own weak character is probably to blame. I need answers."

Mrs. Joyce W.,  
Dayton, Ohio

**Three-Year-Old Getting Out of Hand**

"I would appreciate it very much if you would send me both books because I have a three-year-old boy and I've noticed that striking him when he does something wrong does *not* help. When I hit him for doing something wrong he just gets very angry at me and goes and does it again; then he'll stand right in front of me and put his hands on his waist and gives me this weird look that seems to say, 'I dare you to hit me again.' I've tried hitting him again and it doesn't help. So I hope this book tells me how to punish him without having to strike him all the time."

Mrs. N. A.,  
New York, New York

**They Have the Right Idea**

"I watch you every morning on channel 9. I enjoy you very much. We need more people like you if people would just listen. I have three boys 16, 18, and 19. So far I have been very lucky, but it is very hard these days to keep them out of trouble. We spend a lot of time with them. We like to do things

as a family and do a lot of camping. Most of the things we do are all together. I think it pays off. I have stayed home with them most of the time. I tried working for about one year and I was seeing them change every day. So I stopped. A mother needs to be home with her kids, and I think they will find it pays off in the long run."

Mrs. J. C. H.,  
Bakersfield, California

**They Take Action**

"I love your program and agree with you heartily about child rearing. When my kids get out of hand they get punished. I don't believe in the permissive raising of children either and wish your program were on for an hour every day."

Mrs. H. C.,  
Long Island, N.Y.

**Some Never Seem to See the Real Problem**

"You should take a course in child psychology. When you advocate warming the seat of a child, you are making the child aggressive and that punished child will use hitting in his life outside the home. Teach him by showing him why he should not hit, in settling his problems. Denial of some pleasures could be used as reaction to his wrong deeds."

Anonymous,  
Los Angeles, California

...I have eight children with a tremendous will to  
live and I don't know how to deal with it. I've  
tried everything I can see the doctor does to me  
but still I can't help. My own words are that  
probably to blame I read all over

Mrs. Lewis W.  
Dayton, Ohio

...I've read the Old Testament and of course

"I would appreciate it very much if you would  
send me both books because I have a five-year  
old boy and I remember that crying fits when he  
has something wrong does not help. When I sit  
down to do something wrong he just gets very  
right at me and goes and does it again. I'll  
read that in front of me and put the hands on his  
wrist and give the word look that seems to  
work. I dare you to hit me again. I've tried hitting  
him again and it doesn't help. So I hope this book  
tells me how to punish him without having to  
tattle him all the time."

Mr. A. A.  
New York, New York

...I've found the right idea

"I teach you every morning on the radio. I don't  
put you very much. We meet some people like you  
if people would but I know I have that part to do  
and so far I have been very lucky. But I very  
hard these days to keep them out of trouble. We  
spend a lot of time with them. We like to have

...I have eight children with a tremendous will to  
live and I don't know how to deal with it. I've  
tried everything I can see the doctor does to me  
but still I can't help. My own words are that  
probably to blame I read all over

Mrs. Lewis W.  
Dayton, Ohio

...I've read the Old Testament and of course

"I would appreciate it very much if you would  
send me both books because I have a five-year  
old boy and I remember that crying fits when he  
has something wrong does not help. When I sit  
down to do something wrong he just gets very  
right at me and goes and does it again. I'll  
read that in front of me and put the hands on his  
wrist and give the word look that seems to  
work. I dare you to hit me again. I've tried hitting  
him again and it doesn't help. So I hope this book  
tells me how to punish him without having to  
tattle him all the time."

Mrs. A. A.  
New York, New York

...I've found the right idea

"I teach you every morning on the radio. I don't  
put you very much. We meet some people like you  
if people would but I know I have that part to do  
and so far I have been very lucky. But I very  
hard these days to keep them out of trouble. We  
spend a lot of time with them. We like to have