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OF THE WORLDWIDE CHURCH OF GOD

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TEAM evaluates purchases for Church Media departments

By Sheila Graham

PASADENA—"Why do we need more equipment? We're already doing the job, aren't we? Why do we need to replace equipment that's already doing the job?"

These are all important questions, said Bernard Schnippert, Media Operations director, at the five-year planning meetings here Aug. 1 and 2.

"And, these are only a few of the questions I'm asked when I present Mr. Tkach a request for some major piece of equipment, many times with a major price tag attached," said Mr. Schnippert.

A TEAM effort

To have answers for those hard questions before Pastor General Joseph W. Tkach asks them, Mr. Schnippert asked for representatives of the five Media Operations departments, Computer Information Services (CIS) and Purchasing to form TEAM June 29, 1989.

TEAM, which stands for Technical Equipment Applications Meeting, meets for an hour and a half each week to analyze, inspect, criticize, question and approve or reject, all major Media Operations equipment purchase requests.

"You don't bring any equipment request to a TEAM meeting and expect to get a quick pat on the head," Mr. Schnippert said. "We don't take anything for granted. When a department wants a piece of equipment, they know they must have their facts straight."

"Some meetings get pretty lively. It's a checks and balances system."

Tracking the costs

Through TEAM, Media Operations developed a purchasing-track-

ing system for any new equipment that costs \$500 or more. This system helps the Media departments work more closely with the Purchasing Department.

"In putting together this system, we designed a number of forms, including an extensive equipment-justification questionnaire," said Mr. Schnippert.

"This nine-page form asks probing questions that help the personnel involved examine every relevant detail of the purchase and consider its impact on the Work."

The tracking system helps the Media departments analyze the value of each proposed piece of equipment. Through the system, the best quality product is acquired at the lowest price.

Herb Vierra, Television Production department manager, said: "It can try one's patience to go through equipment evaluations. Many of us would like to buy equipment as soon as we recognize the need for it."

"However, we've all seen the value of taking more time to carefully consider our major purchases,

which often results in a better piece of equipment at a lower cost to the Work."

After examining the equipment requests from the various Media departments, the information is passed along to Purchasing to help its people negotiate with vendors more effectively.

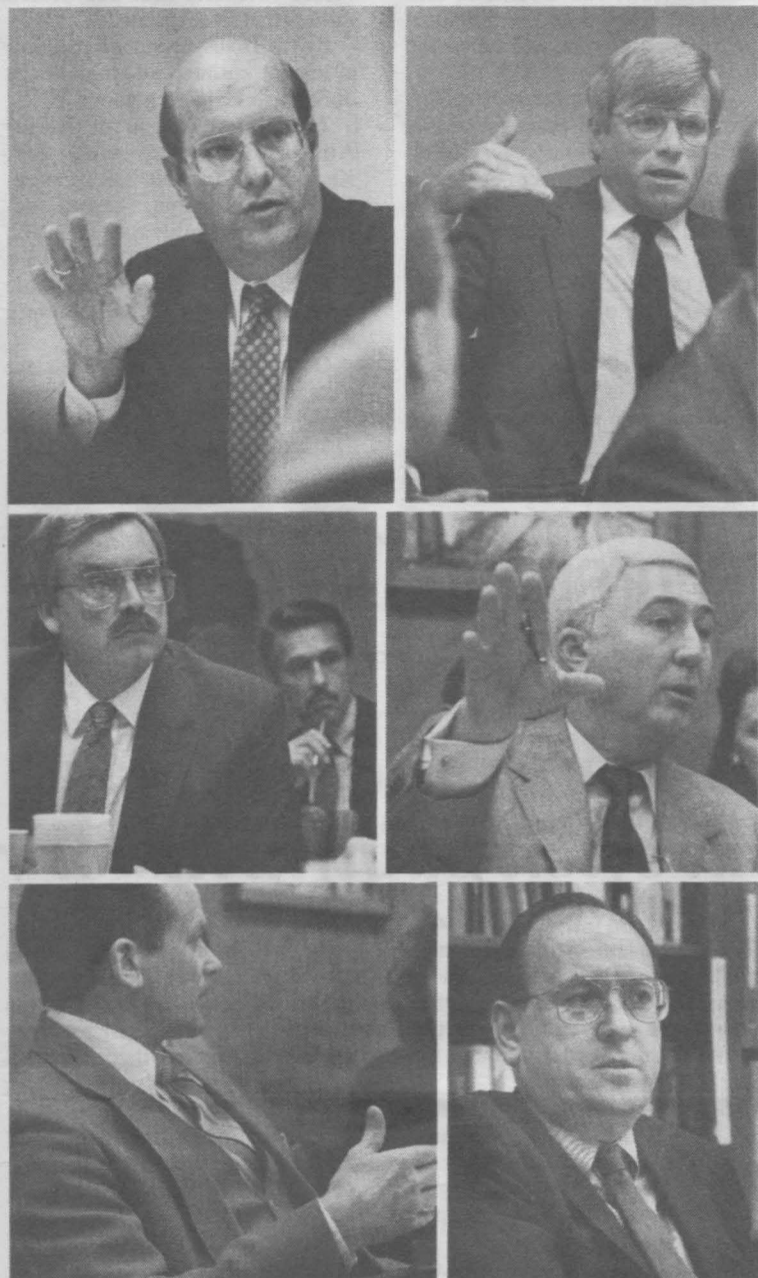
"An additional benefit of the TEAM meeting," said Barry Gridley, Publishing Services department manager, "comes from the improved perspective the individual department members are able to give concerning the needs of other members of the group."

"Also, by cooperating and sharing knowledge and ideas, we are able to assist one another in developing new applications for existing technology."

TEAM members

Members of TEAM are, from Media Operations: Mr. Schnippert, Debbie Andrews, Brian Kritzell and Scott Weiner; from Administrative Systems: Allen Waggoner;

(See TEAM, page 6)



WORKING TOGETHER—TEAM members discuss Media Operations purchasing requests at a meeting Aug. 23. Clockwise from the top are Bernard Schnippert, Media Operations director; Tony Murphy, Television Production chief engineer; evangelist Ronald Kelly, Editorial Services department manager; Herb Vierra, Television Production department manager; David Dillingham, Computer Information Services department manager; Don Patrick, Publishing Services technical manager; and Al Scheck, a buyer from Purchasing. [Photos by G.A. Belluche Jr.]

Five-year plan meetings

Managers discuss trends, goals

PASADENA—Joseph Tkach Jr., director of U.S. Church Administration, told operation directors and department managers at the five-year planning meetings Aug. 1 about a number of trends affecting the U.S. ministry, the most important being the continued growth in the number of members.

Mr. Tkach Jr. outlined the way U.S. Church Administration is planning to deal with those increases, including hiring trainees

and establishing additional Feast sites.

The Aug. 13 and 27 issues of The Worldwide News included articles about the five-year planning meetings Aug. 1 and 2. This article concludes that series.

One goal U.S. Church Administration shares with Computer Information Systems (CIS) is linking ministers' computers to headquarters.

The ministers use the computers for word processing and local record-keeping. Through electronic mail the computers are connected to headquarters, regional offices and the computers of other ministers. About 75 percent of the U.S. ministers have computers now, but Church Administration hopes that almost all will have them by 1992.

Some other objectives of U.S. Church Administration are to maintain a ratio of one full-time minister to 260 people attending services; and to establish a new Feast site for each additional 3,500

people attending services.

Church Administration International

Evangelist Larry Salyer said that the focus of Church Administration International is to set priorities for the use of funds available for preaching the gospel throughout the world. Money will be reallocated to build an audience in those nations that have the potential to provide most of their own financial support.

As those nations begin to cover more of their own expenses, funds will be freed up to do a better job of reaching the economically deprived nations that have better capacity to finance the work to be done within them.

A major goal is to achieve 1 percent *Plain Truth* penetration in the priority nations of Australia, Belgium, Canada, Netherlands, New Zealand, South Africa and the United Kingdom.

Another goal is to streamline regional office functions wherever possible to keep administrative overhead down. Each regional office will be asked to take a direct

(See GOALS, page 6)

PERSONAL FROM

Joseph W. Tkach

Dear Brethren,

As I write, income level for the year is at 0.3 percent over last year.

As you know, we originally budgeted for a 3 percent increase in order to maintain programs at the same levels as last year.

However, with income falling nearly three full percentage points below projections, cutbacks have to be *even more serious* than we had wanted.

This means, among other things, that we will not renew contracts on as many television stations as we had anticipated. It may also mean that we will have to lay off some personnel.

As you know, we have worked ceaselessly over the past several years to streamline operations and increase efficiency. If we had not, this situation would be even more serious than it is. We will continue to do all we can, but without a yearly increase sufficient to offset inflation, we just cannot maintain the same level of operation.

With this in mind, brethren, please pray about the upcoming Holy Day offerings. These offerings are vitally important if we are to avoid even more serious cutbacks this year. Last year's fall offerings showed a tremendous outpouring of devotion and concern by God's people for his Work, of which we are all part.

This year's offerings will need to match and exceed those of last year if 1990 is to end with an increase sufficient to avoid addi-

tional cutbacks and layoffs.

I know these are difficult times, and I most emphatically do not want brethren to give what they do not have or to do without family necessities. But we all need to do all we responsibly can, realizing the transcendent calling God has given us.

Life's calling

It is important that all God's people get *involved* in the great commission Jesus has given his Church. His calling is our life. It is the most important thing any of us can be doing!

Our personal examples in attitude and conduct as Christians constitute a way of life: our relationships at home and on the job; earnest prayer for God's mercy, guidance and blessing as we wait for Christ's return; study of the Bible for doctrine, reproof, correction and instruction in righteousness; faithfulness in tithing; and giving generous offerings as we are able. We should do these in the framework of humility and love as we are led by the Holy Spirit.

If we are Christians, our final and overall commitment and hope is in Jesus Christ. He is our Savior, our Master, our Lord and our King.

Everything we have belongs to him. We can never repay him for what he has done for us. We owe him our full devotion and love. All we have should be used for his glory, to fulfill his will, to share the good news he has revealed to us with others.

I Peter 4:10 says, "As each" (See PERSONAL, page 6)

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Crisis exposes U.S. economic weakness

PASADENA—The big news continues to revolve around worsening events in the Middle East.

The scale of the human tragedy in the aftermath of Iraq's invasion of Kuwait is only now coming to light. So far, more than half a million refugees have fled Kuwait and Iraq, most of them into Jordan, hoping to secure onward passage home. For many it's a long wait in the blistering desert heat, in conditions perilously short of food and water.

Most of these unfortunate masses represent the about two million foreign nationals who had been living, mostly as contract laborers, in Kuwait and Iraq. They are from such countries as India, Pakistan, Sri Lanka, Bangladesh, Yemen, the Sudan and the Philippines.

The biggest contingent is composed of Egyptians. Already, more than 160,000 Egyptians have left the two Gulf states, which still leaves more than a million behind, struggling to make their way home—to uncertainty and unemployment.

For all of these countries, the loss of this foreign-earned income to the families and national economies back home is devastating. No amount of anticipated international relief can possibly make up for the shortfall.

Meanwhile, the diplomatic sparring continues. Saddam Hussein alternately turns on and off the flow of refugees, especially Westerners.

U.S. officials tour world capitals,



WORLDWATCH

By Gene H. Hogberg

hoping to enlist financial support from allies to ease the cost of Operation Desert Shield. The key word now is *burden-sharing*. If Washington were not confronted with such an enormous budget deficit, this exercise in global solicitation would not be necessary.

The Gulf crisis is increasingly becoming the premier test of both George Bush's presidency and America's status as a world superpower.

Reported *Reuters* Sept. 1: "Political experts call the crisis a defining event that for better or worse will determine how the middle-of-the-road Republican president is perceived by U.S. voters—in this congressional election year and in bigger contests to come—and by other world leaders as well."

The President summarized the stakes as continued confidence in U.S. commitments to allies, the shape of the post-Cold War world and global access to oil.

The bottom line remains President Bush's insistence, backed up by unprecedented support in the

United Nations, that Iraqi military forces withdraw from Kuwait and that the former rulers of the Gulf sheikdom be returned to power.

Saddam Hussein is unlikely to budge on this pivotal point, to do so would almost certainly lead to his removal from power. He is capable of demanding extreme sacrifice from Iraqis to hold out for yet several months, many experts believe.

The big question is, do the American people have the same sort of staying power to see this crisis through to a successful solution?

If the United States falters on the home front, it is difficult to see how the remarkable world coalition that the United States has put together, with the active participation of 21 other nations, can hold forever. Washington's resolve is the key factor, and Saddam Hussein knows this full well.

The Persian Gulf crisis has also exposed the relative strengths and weaknesses of the United States and other nations in the Western world. This was summed up by Paul Kennedy, author of *The Rise and*

Fall of the Great Powers.

"It was clear once again," wrote Mr. Kennedy in the Aug. 29 Los Angeles *Times*, "that only America had the capacity to dispatch large military forces to Saudi Arabia, to deter further Iraqi aggressions and to preserve international order. By comparison, the Germans and Japanese, touted as the new economic superpowers, had failed the basic test."

At the same time however, Mr. Kennedy stressed that "all of this focus on U.S. military capabilities, or on national willpower may be obscuring rather than illuminating the larger question of the real U.S. position in world affairs [causing] us to forget the critically important, non-military dimensions of national power."

Mr. Kennedy gave the example from history of Spain's decision in 1634 to send a powerful army into

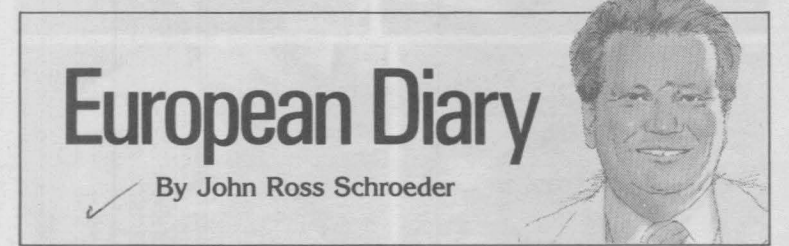
Germany to join its beleaguered Austrian Habsburg cousins during the Thirty Years War.

"No other nation at the time," added this historian, "could equal such force projection; Spain, it was clear, was still No. 1 militarily. Yet it was a country that, in the non-military dimensions of power, was beginning to sag badly: enormous debts, inefficient industries, reliance on foreign manufacturers, vested interests that debilitated rather than strengthened."

By the 1640s, economic reversals at home translated into a pull back of Spanish Habsburg power.

There is a lesson in all this for America today, continued Mr. Kennedy. "To remain No. 1 generation after generation," he said, "requires not just military capabilities, not just national will, but also a flourishing and efficient economic base on which the nation's military strength ultimately rests."

Other nations in the West are watching closely to see how America watches this crisis. (See *CRISIS*, page 8)



European Diary

By John Ross Schroeder

Europe and Mideast: an often painful history

BOREHAMWOOD, England—The Persian Gulf is filling with men trained for combat. Iraq has placed missiles, capable of delivering chemical warheads, near the Kuwait-Saudi border. Around the world, the talk is of war.

Some compare Saddam Hussein to Adolf Hitler. Foreign nationals, held hostage, are rounded up from hotels and taken to strategic targets (oil refineries, chemical weapon manufacturing bases).

Oil fields and smoldering Arab strife may seem a long way from our day-to-day lives, but now we watch the news with alarm. Despite attempts to remain firm and calm, there is a twinge of fear as each new stage of the drama unfolds.

Here in Europe, the Middle East seems disturbingly close. In their strongest statement ever, the 12 nations of the European Community (EC) have threatened a united response against Iraq if harm comes to any of the EC citizens held against their will in Iraq and Kuwait.

Europe has long been involved in the Middle East, but the story has not always been a pleasant one. A lot of blood has been spilled in desert sands.

Between the 11th and 14th centuries, European Christian Crusaders made the journey nine times to recover the holy site—Jerusalem—to protect it from contrary religious movements.

Then about the turn of this century, European Zionists saw Palestine as a safe place for Central and Eastern European Jewry. The World War II holocaust motivated the move away from Europe, and the State of Israel was established in 1948. Since then, thousands upon thousands of Europe's Jews have immigrated to Palestine, and the process continues today.

The Arabic world has many links with European history too. In fact, many Arabs claim that Europe (and in particular Britain) is responsible for tensions in the Middle East because of promises broken and borders decided at the collapse of the Ottoman Empire.

As one Damascus journalist put it: "Saddam has become the man . . . to finally dissolve the Western-imposed borders that have divided the Arab world since the

end of World War I."

As this century wore on the role of Middle Eastern oil grew in importance. This is the region where half of the world's known oil reserves are located. Oil accounts for more than 90 percent of the income of the Arab world. Nearly all Middle Eastern oil reserves are under Arab control; and in our society, petroleum products make the world go round.

Europe cannot afford to have bad relations with the Arab world. The industrial revolution changed all of that. Many people now live in oil-fired cities and rely on transport by car. Saddam Hussein could hold the Western world to ransom in more ways than one.

Those facts alone make Middle East oil a prime consideration for the Western world. The present crisis intensifies when you understand the military and political background of Arabia. Fifty percent of all Arab oil income has been spent on preparing for and making war.

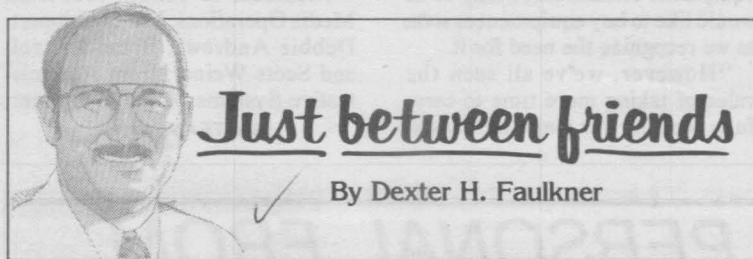
Three Arab-Israeli wars have been fought in the past 40 years. The conflict between Jordan and the Palestine Liberation Organization took place some 15 years ago.

Libya has dispatched its soldiers to Egypt, Tunisia and the Sudan. Whole Middle Eastern cities—Beirut, Ismailia, Aden and Hama—have been virtually flattened. Oil-run dreams blown sky high by wars or civil strife. Particularly tragic is Beirut, once the Paris of the Middle East. Is Kuwait City next?

Iraq and Iran fought for eight years with perhaps a million casualties besides the economic cost. (At that time the West backed Iraq, even though Iraq started the war!) And now Iraq has invaded Kuwait and threatens Saudi Arabia.

Politically the picture is difficult to grasp from a Western point of view. The Anglo-Saxon world does not readily understand the Middle Eastern mind. We expect all nations to act with the same set of principles and traditions as those we possess—the Judeo-Christian ethic.

But most, if not all Arab states operate under despotic control. Power is often passed on through a coup d'etat or assassination. The political truth in the Middle East is that aggressors win.



Just between friends

By Dexter H. Faulkner

A sense of identity

There is an unmistakable feeling about the first night of the Feast of Tabernacles. All of God's people gathered together at different Feast sites, singing hymns, celebrating the picture of the coming Millennium.

On that first evening you have a strong sense of identity—you are one in a worldwide family.

Of course, it is our beliefs, hopes and struggles that tie us together. But there are also physical things that remind us of who we are. Like the Passover service, when we take the symbols of bread and wine and wash one another's feet.

Or as we celebrate the Night to Be Much Observed. Even the process of throwing out physical leaven from our homes—these physical things remind us that we have a spiritual identity. They are not in place of true conversion, but they point toward it.

Anyone who has children is aware of this. Children need practical examples to show them family beliefs. Making unleavened cookies or cleaning out cupboards for crumbs builds indelible memories and symbolize the Church to a child.

In a world empty of true identity, your child can have a clear vision of what you and your family stand for.

The Holy Days are high points in this year-round identity. So is the weekly Sabbath. This is something the Jews understand, and which has helped them as a people. As one man observed, "It is not Israel who has kept the Sabbath, it is the Sabbath that has kept Israel."

A lovingly prepared Sabbath meal (perhaps by candlelight) reminds you at the beginning of the day that this is special time, different from the rest of the week.

One woman I know uses her favorite crockery on that day. It gives her pleasure and reinforces to her that this day is a joy. Other people keep particularly positive music to listen to just on the Sabbath, or another family member may assist by creating a special meal.

The Sabbath is a wonderful time to share with family and other brethren. It draws you closer together. The week has come to a grinding halt, and all of its problems and irritations must be shut away. All the family should help in this.

Using physical things can help us to maintain a strong sense of personal identity that is tied in with God's way.

The mother should not be exhausted by the work of helping everyone else have an effortless Sabbath. It is her day too.

To get yourself in the mood, you might take a walk in the countryside, or soak away the tensions of the week in a hot bath. You may find Friday night a time for long talks with your mate.

And, of course, tops on the list must be a clear space for prayer and study. The Sabbath is sacred time for personal rest and spiritual encouragement. It is a time to focus on the wonderfully positive picture of the future God has planned for mankind. It is a time for thinking deeply.

Practical things help us to do this. We should wear our best on the Sabbath in respect for God. Not that services should be a fashion parade. But out of your own love for God, you should honor him by looking your best.

With children, they may have special Sabbath clothes or some toy they may only use on that day. These things remind them that this day is different, and they can be used to explain that God wants us to keep this time holy and a joy.

What about the other days?

But what about the other days of the year? How do you maintain your sense of identity? Well, the Bible does not prescribe the details of your personality. It allows for differences in cultures, ages and times. So it is in many ways up to you.

Children can be encouraged to make drawings and paintings for people who are sick, to help them build a pattern of considering the needs of others.

In fact, it is not a bad idea for people of any age to set aside time to do something positive for someone else. Maybe you can use one of your skills to help another member who would appreciate your gift. As you share those things you grow closer

to the other members of the Body of Christ.

Another idea for older children is to have them arrange an afternoon for some brethren. Tell your teenagers that you plan to invite several elderly people into your home and you would like them to be responsible for making the food and performing all the details.

Such things can be fun for everyone, and they also show teens that you trust them with arranging something important. And there are good memories, the building of bonds between those of different age groups and the vital lesson of service.

Using physical things can help us to maintain a strong sense of personal identity that is tied in with God's way.

Think about your own life, about the little touches that will help you put your affections on things above, not on things on the earth.

Pastor general visits Pittsburgh, Pa.



PITTSBURGH, PA.

Pastor General Joseph W. Tkach spoke to 3,639 brethren Aug. 25 from Beaver Valley, Belle Vernon, Huntingdon, Indiana, Pittsburgh and Washington, Pa.; Akron, Canton, Cleveland East and West, Steubenville and Youngstown, Ohio; and Clarksburg and Wheeling, W.Va.

Host ministers and wives were David and Sandy Orban, Beaver Valley and Pittsburgh; George and Jackie Affeldt, Huntingdon and Indiana; Lloyd and Marcia Briggie, Youngstown; Michael and Pam Horschak, Clarksburg; Greg and Kathy Johnson, Cleveland West; David and Shirley Pack, Akron; Vincent and Anne Panella, Canton; Tom and Pam Smith, Belle Vernon and Washington; Lyle and Margie Welty, Cleveland East; William and Carolyn Winner, Steubenville and Wheeling; William and Harriet Box, Cleveland East; and Steve and Lori Sheppherd, Beaver Valley and Pittsburgh.

On behalf of brethren from the attending churches Mr. Winner presented a check for \$25,413 to Mr. Tkach for Ambassador College construction costs in Big Sandy.

Since becoming pastor general in January 1986 Mr. Tkach has logged more than 400,000 miles to visit 128,000 brethren, more than 80 percent of weekly church attendance.



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Report from the Treasurer's Office

LeRoy Neff

PASADENA—The good increase for July did not continue into August, which ended with a decrease of 3.8 percent compared to the same month last year. The year-to-date figure is just 0.3 percent more than a year ago.

You may wonder about the elements that make up the overall income figures in this monthly report. The report covers general contributions, Festival income, welfare or third tithe income, the building fund and Holy Day offerings. In this report I will comment about each of these categories of income.

General contributions: This is the largest source of income. It includes the tithes and offerings of members, co-workers and donors. So far this year these contributions are 1.7 percent more than they were last year at this date.

Festival income: For some reason unknown to us, there has been a 5.1 percent decrease this year. Possibly some members have forgotten to send in their tithe of the tithe for Festival expenses.

Welfare income: This is often called the third tithe fund. It is for the widows, the fatherless and for the genuine emergency needs of members. Whatever is left over is used to pay field ministerial expenses. This year we have received 1.8 percent more than last year.

Building fund: This was established many years ago by Herbert W. Armstrong to help pay for the construction and maintenance costs of our buildings. This year the amount has increased dramatically by 45.9 percent. We believe that the reason for the increase is that many members are contributing for the new construction at Ambassador College in Big Sandy.

The present monthly level of this account is about 40 percent of the amount of the monthly payments for these new projects. If donations to

this fund continue to increase, it might be possible to rely on them to make these payments.

Because the amount is comparatively smaller than the other accounts, it does not affect the overall percentage amounts very much.

Holy Day offerings: The amounts this year have been less than last year. The reason for this is that the amounts last year increased greatly over the previous year. They were so large that it is difficult to match them again this year.

At present we have had a 9.3 percent decrease in this fund. The total amount for these offerings represent about 15 percent of the total income. Therefore, this decrease has adversely affected the overall income figures.

The expense side of the ledger (not including the College construction projects) is still doing well. We are still considerably below budget. We hope that the department managers can continue to hold expenses down for the remainder of the year. If not, our problems will be greatly increased.

I hope that this longer-than-usual report will give you a better perspective of the income picture.

This will probably be my last report until the end of October. A September report would more than likely be inconclusive because of the effect of the Feast on general contributions and Holy Day offerings.

I hope that you will be generous in your Holy Day offerings as God has blessed you this year.

Mail Income	
January through August 1990	
Income source	Year-to-date change
General contributions	up 1.7 percent
Festival income	down 5.1 percent
Welfare income	up 1.8 percent
Building fund	up 45.9 percent
Holy Day offerings	down 9.3 percent

College president explains student employment program

By Donald Ward

BIG SANDY—We have received many questions about Ambassador College's work program since it was announced in the Feb. 19 *Worldwide News*.

Evangelist Donald Ward is president of Ambassador College.

The main issue concerns the cost of an Ambassador education. Some expressed their pleasure that a student could come to Ambassador with \$750 and graduate after four years without a college bill.

This point needs to be clarified. Students cannot come to Ambassador with only \$750 and expect to graduate without a bill. The work program will not necessarily reduce expenses, but it will spread a student's expenses over a longer time.

New freshmen must have \$750 for a down payment to the program, plus about \$200 for fees (including insurance, computer usage and Ambassador Club), \$150 to \$200 a semester for textbooks and an estimated \$5 to \$10 a week for personal expenses.

Perhaps the primary benefit to parents is that college expenses are spread over four years, whereas in the past the College expected fresh-

men to have \$3,200 to begin college.

The program only works as long as students work their required number of hours. Many students may decide to pay off their bill and avoid working the many hours that would otherwise be required. This may help them concentrate on their studies.

Additionally, on-campus employment may not be available to all students. This program in no way guarantees jobs to all incoming students, just as there was no guarantee under the old program that a student would have a job.

One of our concerns is how we could even possibly place 1,100 students in jobs on campus in Big Sandy, where only about 500 students worked previously. So we encourage students with the financial means to consider paying a larger portion of their college bill before the year begins.

In the future Ambassador College will attempt to diminish a student's reliance on the student employment program. Many students have the financial means to pay for the majority of their room, board and tuition.

Student employment is part of the financial aid program, designed to aid students who otherwise could not pay for their education.

More than one third of the subsidy the College requests from the Church is used to pay student wages. This money goes out of one pocket and back into another.

Since we don't need to employ the entire student body, we would find ourselves creating work for students simply to help them pay for their education. This is a trend we are not prepared to continue.

Some wonder why this program

is nontithable. Consider the three main objectives of the work program.

The first objective is to give students an opportunity to recapture true values in the work place. Ambassador will train students about the importance of hard work, a full day's work for a full day's wage, communication and commitment.

The second major objective is to teach students certifiable competencies that can be used in post-graduate careers. In the past few years Ambassador has implemented a job certification program to give students on-the-job instruction, and then certify that various skills have been acquired. This has helped some students find post-graduate jobs.

A third objective is to help needy students pay for their Ambassador education. This is primarily a form of aid. Just as third tithe recipients (those receiving another form of aid from the Church) aren't expected to tithe on that income, neither are students expected to tithe on the aid they receive from this program.

However, the U.S. government does perceive these funds to be taxable income.

Does this program keep students from learning how to deal with their resources? Not at all. Since the program does not pay all expenses at Ambassador, students are encouraged to come to college with significantly more than the amount required as a down payment. Students must be responsible with these resources to pay for personal needs throughout their college career.

The program has been designed to provide an option for students to come to Ambassador College who otherwise would not have the initial funds necessary to come. Pastor General Joseph W. Tkach has encouraged the college to find a way so that students are not "priced out of the Ambassador market."

This does not change the cost of an Ambassador College education, it simply allows parents and students to spread their financial obligations to the College over a longer period of time.

This should allow students who would otherwise not be able to come up with a larger sum that was required, to spread their costs over four years and still enjoy the benefit of an Ambassador College education.

Ambassador to Sponsor Reunion for 1960, '70 and '80 Graduates

BIG SANDY—Ambassador College will sponsor Homecoming 1990, a reunion for the graduating classes of 1960, 1970 and 1980, the weekend of Dec. 29 and 30 at the college campus in Big Sandy.

Activities will include a semiformal dance Saturday night and a Sunday brunch the following morning. Cost for Homecoming 1990 is \$25 for each person, payable in advance.

Airline, rental car and motel discounts are available.

If you are a 1960, 1970 or 1980 graduate of Ambassador College, you won't want to miss this exciting event.

To secure your reservation, please send your name, address, spouse's name (where applicable) and payment of \$25 for each person to Ambassador College, Development and College Relations Office, Big Sandy, Tex., 75755.

Further information may be obtained by contacting the Development and College Relations Office at 1-214-636-2000.



PAGES FROM THE FAMILY ALBUM

"And everyone who has left houses or brothers or sisters or father or mother or wife or children or lands, for my name's sake, shall receive a hundredfold, and inherit everlasting life." (Matthew 19:29, New King James)

Tulsa, Okla.

By David Bensinger

TULSA, Okla.—On the Great Plains of America the Tulsa congregation conducted its first service June 18, 1960, becoming the 34th congregation started.

David Bensinger is the Big Sandy correspondent for The Worldwide News.

Earl Roemer pastors the 600 brethren of the A.M. and P.M. congregations. Those who attend the A.M. services are mainly from Tulsa and those who attend the afternoon services are from the area around Tulsa, some up to 70 miles away.

Years of history

Senior citizens are an active part of the church. They were responsible for a dinner and dance cruise on Grand Lake and because of their interest there will probably be another cruise in the near future, according to Mr. Roemer.

"We don't plan the different functions for the seniors," said Mr. Roemer. "They do that."

Several members in their 80s attend services. The oldest member of the congregation, Lat Van Cunningham, is 94 years old. Mr. Cunningham still drives his Plymouth station wagon, and still makes real-estate deals.

Bulah Baker, 92, and her daughter, Claudia, 72, have attended services for about 25 years.

Tulsa's longest-time Church member is John Clifton, who was baptized in 1955.

In 30 years the Tulsa congregation has had some memorable moments. In 1961 the first Spokesman Club began. It was a combined club with Oklahoma City, Okla. The first graduates received their certificates in 1963.

In 1979 Herbert W. Armstrong visited the Oklahoma churches. Pastor General Joseph W. Tkach visited the Oklahoma churches in 1986.

From 1986 to 1989 Tulsa was a Feast site. This year the assigned site is Kansas City, Mo.

The Tulsa congregation not only has youthful seniors, it also has a lot of youths. About 50 teens and 85 Youth Educational Service (YES)-age children attend services in Tulsa.

Fund raising

Tulsa brethren earn money by doing two inventories a year.

Another way they earn money is by selling fish. Each year members sell three tons of cod, salmon and halibut shipped from Church members who are commercial fishermen in Alaska. Mr. Roemer pastored the churches in Alaska from 1977 to 1987.

Tulsa earns about 35 percent of its church fund selling fish each year. Some members buy the fish for themselves or their families, but most is sold to businesses.

"We mainly sell it to supermarkets," Mr. Roemer said. "However, in the future we may tap other markets including hospitals and restaurants."

Life in Tulsa

Metropolitan Tulsa has about 689,000 people. It is quite cosmopolitan. The Tulsa congregation has members from Belize, Colombia, Cuba and several American Indian tribes.

Members in the Tulsa churches are employed in a wide range of fields including the airline industry, oil-related companies, farming, trucking, banking and accounting. Some members have their own businesses.

Robert Brown, a blind man who attends the P.M. congregation, has played with several country music groups, and has played at Opryland in Nashville, Tenn., a center for



DIGGING IN—Youth Educational Services (YES) girls hold their ground against YES boys during Tulsa's 30th anniversary celebration picnic. [Photo by David Bensinger]

country music in the United States.

Mr. Brown owns a recording studio and performs in the Tulsa area.

Things to do and see

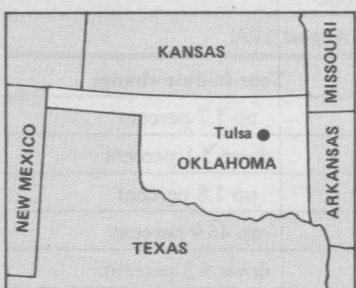
Four major man-made lakes are in the Tulsa area: Grand Lake, Lake Fort Gibson, Keystone Lake and Lake Eufalla, which is about 50 miles long.

Museums in and around Tulsa include the Gilcrease Museum, which features American Western art and Frederick Remington sculptures, and the J.M. Davis museum, which features guns.

Tulsa is also headquarters to other religious groups including Oral Roberts and Oral Roberts University.

All the emphasis on religion "tends to cause society in general to look down on any religion," explains Mr. Roemer.

Although members in Tulsa face problems, they are growing. "In the past six months to a year," said Mr. Roemer, "there has been a real spurt of growth in spiritual depth and character."



WE ARE ONE FAMILY

Tulsa, Okla.	
Attendance	600
Local church elders	1
Deacons	5
Deaconesses	1
Teens	50
Children under 12	75
Singles	50
Over 60s	25
Spokesman Clubs	1
Graduate Clubs	1

Field minister now serves in Church Administration

By Kerri Dowd

PASADENA—Victor Kubik, who has served in the field ministry for 21 years, came to Pasadena May 29 to serve as assistant director of U.S. Church Administration.

Mr. Kubik's responsibilities include communication with the field ministry, reviewing monthly church reports, compiling comments and reports for the Pastor General's Report, helping to develop the Ministerial Refreshing Program and other administrative functions. He will also visit some of the field churches.

Mr. Kubik works closely with Joseph W. Tkach Jr., director of U.S. Church Administration.

Ukrainian roots

Mr. Kubik was born in Hannover, West Germany, in 1947 to Igor and Nina Kubik, who were displaced from the Ukraine after World War II.

When a Ukrainian professor from the University of Minnesota sponsored them to come to the United States, the Kubiks moved to the Minneapolis area. Mr. Kubik grew up speaking Ukrainian and did not speak English until he was 5.

He began listening to the *World Tomorrow* broadcast in 1961, and received his first *Plain Truth* in 1962, when he was a freshman in high school.

"I didn't know anything about a church until I applied to Ambassador College in '65," Mr. Kubik said. He was aware of the college because it was frequently pictured in Church literature.

But he didn't go to college that year, and because of his parents' feelings he only attended one church service. Six months later, however, on Christmas Day, 1965, Mr. Kubik and his brother, Oleh, began attending regularly.

Six months later their parents also began attending, and both were baptized. "I almost feel like God kept me from going to college that year so that we could come in as a family," he said.

After he attended the University of Minnesota for one year, Mr. Kubik entered Ambassador College. He graduated from Ambassador College in 1969 after spending 1½ years at the Pasadena campus and 1½ years at the

Bricket Wood, England, campus.

During his freshman year at Ambassador College, Mr. Kubik's father died. His mother died in 1984.

Both of Mr. Kubik's brothers, Oleh and Eugene, attended Ambassador College. Oleh graduated in 1971 and now serves as pastor of the Binghamton and Corning, N.Y., churches. Eugene, who was just 2 years old when his brothers began attending services, graduated in 1986 and now serves as assistant pastor of the Spokane, Wash., and Coeur d'Alene and Lewiston, Idaho, churches. Mr. Kubik has two sisters, Tanya and Lydia.

Upon his graduation from Ambassador College, Mr. Kubik went to Sioux Falls, S.D., as a ministerial trainee. He was ordained a local elder in 1972. He later served in Rapid City, S.D., Minneapolis, Minn., Paducah and Madisonville, Ky., and then again in the Minneapolis and St. Paul areas before he was asked to come to Pasadena to work in Church Administration.

He was raised to preaching elder in 1975 and to pastor in 1989.

Mr. Kubik met Beverly Graham in 1981, and they were married in January 1982. Mr. Kubik has one son, Michael, 15, from a previous marriage, and Mrs. Kubik has one daughter, Kim, 25, and one son, Kevin, 23.

Mrs. Kubik learned of the Church when she heard *The World Tomorrow* on the radio in 1969 and was baptized later that year.

"After I began hearing and receiving literature, I started to tell my mom about what I was learning, and she told me that her mother—my grandmother—had been involved with the Church," Mrs. Kubik said. "It was before there was any church in the area, but she was receiving *The Good News* and *The Plain Truth* and she had supported the building of the colleges way back in 1950."

Mrs. Kubik's mother was baptized three years later.

Russian connection

His background in Ukrainian, which is related to Russian, and courses he took at the University of Minnesota helped to prepare Mr. Kubik for his role in developing a relationship between the Church and the Soviet people.

Mr. Kubik has conducted three Youth Opportunities United (YOU) tours to the Soviet Union, and has met with representatives of Radio and Television Leningrad in Leningrad and in Pasadena.

Mrs. Kubik was born in Minnesota and raised on a dairy farm. She lived in Minnesota until moving to Pasadena with her husband.

Mrs. Kubik's interests include gardening and making draperies. Although she had not been overseas before their marriage, Mrs. Kubik shares her husband's love of travel.

"Bev won't say it, but she's also very good with people," Mr. Kubik said. "She relates to a very wide range of people. I think it's a gift."

About their new responsibilities Mr. Kubik said: "We're very grateful for the opportunity. I feel very positive about the job."



NEW FACES IN TOWN—Victor Kubik moved to Pasadena with his wife, Beverly, and son, Michael, to serve as assistant director of U.S. Church Administration. [Photo by Charles Feldbush]

Editorial, Publishing operations

Paper features Church media

By Mike Nelson
Pasadena Star-News

PASADENA—The plain truth is that Ambassador College is taking its youth from Pasadena to Big Sandy, Texas. The good news is that *The Plain Truth*, *Youth* and *The Good News* are staying in Pasadena—so to speak.

This article is excerpted from the Pasadena Star-News.

So is the state-of-the-art publishing house that annually puts out nearly 100 million pieces of literature, including the *Good News*, *Plain Truth* and *Youth* 90 magazines for the Worldwide Church of God, which operates the college.

Ambassador Publications also publishes thousands of booklets, brochures and other material about the church, the college and the Ambassador Foundation. And they donate in-kind publishing services for community organizations such as the Pasadena Symphony, the Wellness Community and the Los Angeles World Affairs Council.

In fact, this 40,000-square-foot

operation a block or so from what was the main Ambassador campus in Pasadena has published and distributed more than 1.5 billion pieces of literature since the college was founded in 1947—all of it free to subscribers and whoever else receives and reads it.

And for what, if not money? To recruit new church members?

No, says Ronald Kelly, editorial director for the church's publications. "It's not our objective to proselytize," he says. "We're not striving through our publications to recruit new members. We do this as a public service. We share this material for the benefit of people and their families to live in a better world."

The primary vehicles are the three magazines:

The Plain Truth (circulation 5.5 million worldwide, published 10 times yearly) is the church's flagship publication. Its basic philosophy, says Kelly, is "to span cultural and religious barriers, analyze world events and try to make the Bible a relevant work for the modern age."

"Many people find the language in the King James Version, the most commonly used Bible, too tied to a particular time and culture, so we try to use current events—Eastern Europe's upheaval, for example—to make the Bible relevant."

The Good News (circulation 1.1 million, six times yearly) is more theology-oriented, says Kelly, and is designed to instruct Worldwide Church of God members on biblical interpretation through commentaries and articles on Christian living.

Youth 90 (circulation 500,000, six times yearly) is addressed to a younger, primarily teen audience in 140 countries worldwide.

"It's more or less a junior edition of *The Plain Truth*," says Kelly, "in that it's not defining church doctrine or teaching, like *The Good News*. It tries to help young people deal with complex issues using a biblical base, and tries to be culturally and politically sensitive to youth around the world today."

Besides English, *The Plain Truth* is printed in French, Italian, German, Spanish and Dutch. *The Plain Truth* had been printed in Norwegian until recently.

"We drop some and add others from time to time," explains Barry Gridley, director of publishing services for the church.

"The Norwegian circulation was

relatively small: on the other hand, we've discussed publishing in Portuguese (which the church has done in the past, as well as Thai and Afrikaans).

"But since our publications are free, we must operate in a cost-effective manner and watch our circulation closely to see who really reads the magazines."

The church uses renewal cards, direct mail, phone calls and letters from subscribers in judging its publications' effectiveness and readability.

"The best measure of our success is our renewal rate," says Kelly, "which is well over 50 percent, a lot higher than typical magazines although, admittedly, most of them aren't free, either."

Church officials estimate they could reap in hundreds of millions of dollars annually if their readers paid for those publications. As it is, *The Plain Truth* alone costs 14 cents per issue to publish (pre-postage), says Gridley.

Also, to be cost-effective, the church sold its four-color offset press in 1977.

"We used to do everything here," says Gridley, "but our overhead costs were tremendous, and we realized we just weren't cut out to do certain things."

So all pre-print work is done in Pasadena, including some two-color publications, and then the work is shipped to printing houses throughout the United States, Canada, Europe and Australia.

"All is directed and controlled from here," says Gridley, "and it's not been a problem."

For that reason, the church magazines emphasize compatibility. An English and a German issue of *The Plain Truth*, for example, contain the same articles, same photos, same cover, same look; only the language is different. And each issue is a standard 32- to 36-page size.

"We estimate we save \$1 million a year with this compatibility," says Gridley.

Another kind of compatibility is at work in the 60-person editorial and 64-member production staffs.

About 95 percent are Ambassador College graduates, and some have master's degrees or doctorates.

The high degree of theological content in the publications makes Ambassador grads ideal hires, Kelly adds, and all writers and editors are expected to develop continuing study programs to improve their skills and background.

Church offers use of Auditorium

Service honors dead workers

By Janice Luder

Pasadena Star-News

PASADENA—The three Pasadena Water and Power Department employees who died in an underground explosion July 12 were remembered Monday [July 23], as heroes who gave their lives in service to the city, during a memorial ceremony at Ambassador Auditorium.

Glenn Wise, 50, Brian Miles, 36, and Larry Hokenson, 38, were killed while working in an underground power vault near the corner of La Loma Road and San Rafael Ave. earlier this month. While attempting to repair damage from an earlier explosion, a 4,000-volt cable exploded and killed the three men.

"All three were heroes. Not the make-believe kind that Hollywood gives us, but heroes in terms of service to others," said David Plumb, general manager of the Water and Power Department. "No matter the hour, no matter the weather, they answered the call."

About 800 people attended the late-morning service, which was led by Plumb, Mayor Jess Hughston, City Manager Philip Hawkey and

After the death of three City of Pasadena electrical workers, city officials asked the Communications & Public Affairs Office for use of the Ambassador Auditorium for a nonsectarian civic memorial service. Pastor General Joseph W. Tkach approved the request during his July trip to Africa. After the service city officials commended the Worldwide Church of God for providing distinguished community service in a time of need.

This article is excerpted from the July 24 Pasadena Star-News.

Wilbur Johnson, coordinator of the city's Wellness Program.

Plumb said that on the night of their deaths, the three men re-

sponded to an after-hours call to restore electricity in the San Rafael neighborhood, knowing that some residents in the area depended on electric life-support systems.

"Heroes are hard to find in this day and age. Larry, Glenn and Brian, you truly were, and we miss you," he said.

Fellow employees also spoke briefly about their days working with Miles, Hokenson and Wise.

"We worked many long hours all day and into the night, and into the day and into the night again," recalled Harold Jones, who first met Wise when Wise joined the city in 1961. "He was one of the most dedicated employees I've ever been around."

In his message, Johnson tried to help listeners cope with their loss without losing hope for the future or their love for life. "Love is the only thing that makes life worthwhile and worth living," he said. "There is no substitute for excellence, and these three men died doing their jobs with excellence."

