

WORLDWIDE CHURCH OF GOD

WORLD HEADQUARTERS
PASADENA, CALIFORNIA

HERBERT W. ARMSTRONG
PRESIDENT and PASTOR

OFFICE OF
RODRICK C. MEREDITH, Minister

April 13, 1970

Dear Fellow Ministers:

☐ Greetings again from Headquarters! The brethren's wholehearted response to the financial crisis in the Work has been very encouraging and inspiring to all of us here at Headquarters! The Work has not experienced such a serious crisis since the beginning of Ambassador College. And the enthusiastic response of the brethren to the present crisis has certainly matched the response of the brethren in those early years. This has been especially inspiring to Mr. Herbert Armstrong. It has, as he has mentioned on several occasions in the past several days, provided a real emotional lift for him.

Through last Friday, the increase in total income for the month stood at 21.7% -- not including the special, extra offerings from the brethren. The income for the year to date stood at 14.6%, not including the special offerings. By including the special offerings, the increase is 142% for the month and 33.2% for the year to date! Since we feel that only half of the member letter returns came in last week, we are expecting most of the other half of the returns to come in this week. The Holy Day offerings, which will be coming in next week and the following week, will provide an additional boost in the income!

This does not mean, however, that we are "out of the woods" and that our financial problems for the year are over. We had not only depleted our reserves, but we had borrowed over a million dollars in the first three months of this year in order to pay our bills. The special offerings will not provide very much at all in the way of extra working capital but will be used merely to repay those loans and replenish our reserves. The special offerings will put us on a much sounder financial footing than we were two weeks ago, and with the cutbacks in every area of the Work to reduce our expenses, our credit rating and financial standing in the business community has been upheld. Without the "shot in the arm" provided by the special offerings, the Work would

have almost certainly lost the confidence and respect of the business community which we now enjoy as a result of years of diligent effort. The effectiveness and future growth of God's Work would, of course, be severely impaired if we were to lose our excellent financial reputation.

While on this subject of the income, I want to mention that in at least three areas that I have heard about, the brethren contributed various household items they no longer needed in order to have a rummage sale -- the proceeds of which were sent to the Work. I am not asking that all of you do this in your areas, but since the three rummage sales I've heard about were very successful and combined netted the Work over \$2,600, I thought it might be worthwhile to pass this idea on to you in case others may be interested in doing this. It should not be done, of course, under the auspices of the Church. But many local groups and organizations commonly use this means of raising funds. If handled properly by some of the leading men in the local Church, this could be an enjoyable activity for the brethren, as well as profitable for the Work.

Mr. Ted Armstrong flew over to Big Sandy yesterday, where he will remain for the Days of Unleavened Bread. Mr. Herbert Armstrong is planning to leave tomorrow morning for Bricket Wood. I will be leaving Wednesday morning, and others here will be leaving later in the week for the respective areas in which they will be conducting the Passover and preaching on the first Holy Day.

Most of you have probably heard about Franz Josef Strauss' visit to the campus which had been planned for several weeks. He and his wife toured the campus on Wednesday, April 1, and he spoke to the Student Body in a special assembly Wednesday afternoon. They ate lunch in the faculty dining room, and Mr. Armstrong had them over to his home for dinner that evening. Mr. Ted Armstrong accompanied them in our Falcon, via the Grand Canyon, to Big Sandy, where they arrived in time for the last half of a sing-along Saturday night. They spent the night in Mr. Herbert Armstrong's home there on campus, and from there flew first to Houston to visit the NASA headquarters, and then to Washington, D. C.

Realizing that Herr Strauss' visit to the college was fraught with potential problems and embarrassments, we were somewhat concerned before his visit, but everything worked out just fine. He and his wife were very impressed by what they saw and seemed to enjoy the visit very much. Herr Strauss mentioned that he hoped Ambassador College would someday open a campus in Germany, and Mr. Armstrong

assured him that we planned to do just that! Mr. Armstrong didn't mention that future plans call for many campuses in Germany!

As I explained in my last Ministerial Letter, because of the current financial crisis and the need to reduce our ministerial budget by 10%, we are having to ask some of our fulltime Elders and Ministerial Assistants to find jobs outside the Work.

I want to emphasize that many of the men have been faithful, dedicated men, and this is certainly no reflection on their personal character. Some of them, in fact, actually volunteered to do this. We sincerely wish that this were not necessary, but because of severe budget limitations, we would not be able to send out some of the top, "cream of the crop" seniors who are graduating from Ambassador College in June unless these cutbacks in personnel were made now. Many very able graduating seniors who would have been considered "ministerial potential" in years past and would have been sent to the Field are not being sent out this June. Some are being placed in jobs such as mail reading, IBM, etc., but some are not being employed in the Work at all!

2 Last June we added a total of 60 Ministerial Assistants and Elders to the Field. Rather than having an increase this year, as would normally be expected, we are sending out only a little over half that number -- a total of 35! While the men now serving in the Field who are being asked to find outside jobs are very fine men, many of them are frankly not as suited for fulltime service in the Field as some of the young graduating seniors who have top potential. For the sake of this CRISIS in the Work, we are asking them to make this sacrifice and find outside jobs.

Frankly, men, I hope you understand and fully realize that this has been a very PAINFUL series of decisions for me and all of our team here to have to make! I dearly love ALL of you fellows who are being laid off because of this emergency and hope that you can take it in a fine spirit and in a positive attitude of sacrifice and service under the circumstances.

A few of the "older" married men -- who had had positions in worldly businesses before -- actually volunteered to make this sacrifice even before a definite decision on our part was made! For instance, Mr. Gene Scarbrough -- who is the main visiting Elder in Los Angeles No. 3 -- immediately suggested that he would be glad to go off the payroll when he heard that others were going to have to. He said that

he had a little business project that he had thought of starting up but hated to because of the ministry but would now do so and would be able to support himself completely and yet continue to visit almost as much as in the past! His is an unusual case, of course, as he has a good deal of business background and experience. But it does show a very fine attitude and spirit.

Also, Mr. Warren Heaton -- who was a master plumber, I believe, before coming into the Work -- also volunteered to support himself even before we had had time to go over the list and consider these matters directly. He will be able -- as will many of you if you "hustle" -- to make even more money by going back to plumbing than he has been making with us anyway. So in these and, if properly handled, ALL other cases, it can and should be felt and represented as a POSITIVE step on behalf of the individuals who are going off the payroll for the sake of God's Work. And I want to personally ask ALL of you ministers and Elders who remain in the Work fulltime to be sure to present it to the brethren in a warm, positive manner that upholds the man who is getting an outside job and also upholds the decision -- and the necessity for the decision -- made by Headquarters.

3 Since many of you know some of these men personally, I feel it is best to go ahead and give you the list of the men affected by this cutback. They are as follows:

Elders

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|----|---------------|-----|-----------------|
| 1. | Arch Bradley | 6. | Allen Ruth |
| 2. | Bill Gordon | 7. | Gene Scarbrough |
| 3. | Warren Heaton | 8. | Ron Upshaw |
| 4. | Arthur Hulet | 9. | Larry Walker |
| 5. | Ben Leonard | 10. | Roger West |

Ministerial Assistants

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|----|-------------------|-----|------------------|
| 1. | Ron Allen | 9. | Ken Peterson |
| 2. | Dennis Brady | 10. | Donald Reynolds |
| 3. | <u>James Duke</u> | 11. | Steve Shafer |
| 4. | Donald Graunke | 12. | Steven Smith |
| 5. | Dean Greer | 13. | Richard Stafford |
| 6. | Boyd Mansanarez | 14. | Richard Taylor |
| 7. | Dennis Pat O'Neal | 15. | Wade Whitmer |
| 8. | James Peoples | 16. | Harold Williams |

We are asking most of these men, who have already been notified, to begin looking for other jobs immediately, but because of the circumstances in some cases, a few of them will work for us a while longer. At any rate, all of them will receive two weeks' severance pay. This means that they will remain on our payroll for two weeks after beginning to look for another job.

Since this kind of cutback in the Field has never been made before, several questions are bound to arise. Many will wonder, "Is this a temporary lay-off, or should these men plan to find permanent jobs outside." Whether some of them will be rehired in the future will depend on many factors -- the income of the Work; the future growth and needs of the Work; and in the case of the younger men especially, on their future growth and maturity.

While there is at least a possibility that some of these men may be rehired later on, they should plan to find jobs in fields in which they will be well suited and in which they can progress and be real successes. None of them should "set his heart" on being rehired for the Field but should plan as if he probably won't be. I should mention, also, that job openings for these men are not now available at Headquarters because of the current financial condition of the Work.

Should these men try to visit with the local ministers on Sundays and on some evenings during the week? Although there may be one or two exceptions because of a definite need in some areas, this should generally not be done. Especially in the areas where we are sending new assistants this summer, the assistants who are taking jobs outside the Work should not consider themselves "part-time assistants." They should not be giving sermonettes or be functioning in any way in the local congregations as if they were still officially in the Work. This would only lead to confusion.

The Elders, however, can help with anointings, occasional general member visits which are requested, occasional sermonettes, etc. They can function just like any other Local Elders who are not employed by the Work. And like the other Elders not in our employ, they should begin saving second tithe when they find another job. We will then help all of the men, including the assistants, with any extra second tithe they need in order to keep the Feast this fall.

Should these men remain in the same area, or should they relocate? This is completely up to the individuals involved. Some may want to stay where they are, while others may want to move

because of job opportunities in other areas or for other personal reasons. However, the Ambassador graduates who are being laid off would in most cases be better off relocating. In any event, they should NOT "hang around" forlornly and try to plead or pressure their way back into the full-time ministry! This would only make a sad situation even sadder and be a definite form of rebellion.

As I mentioned before, we are adding only 35 full-time men to the Field this June. This includes 8 Local Elders, and 27 Ministerial Assistants. Here, then, is the list:

New Elder Assignments

1. Richard Aitkins -- Fort Worth, Texas
2. Sid Cloud -- Pasadena, Calif.
3. Carl Fowler -- Washington, D. C.
4. Carlos Perkins -- Chicago (Southside), Ill.
5. Harold Rhodes -- Springfield, Mo.
6. David Robinson -- Lakeland, Florida
7. Donald Wineinger -- Kansas City, Mo.
8. Ledru Woodbury -- Los Angeles, Calif.

Full-Time Ministerial Assistants -- Pasadena

1. Dennis Adams -- Columbia, Mo.
2. Al Barr -- St. Louis, Mo.
3. Frank Espinoza -- Los Angeles (No. 3), Calif.
4. Al Kersha -- Long Beach, Calif.
5. Mitchell Knapp -- Fresno, Calif.
6. Jim Malone -- Oklahoma City, Okla.
7. Dan Orban -- Spokane, Wash.
8. Jack Pakozdi -- Grand Rapids, Mich.
9. Ray Pyle -- Seattle, Wash.
10. Dan Rogers -- Boston, Mass.
11. Paul Shumway -- Tacoma, Wash.
12. Les Stocker -- Nashville, Tenn.
13. John Strain -- Glendale, Calif.
14. Tony Wasilkoff -- Monroe, La.
15. Ben Wesley -- Washington, D. C.

Full-Time Ministerial Assistants -- Big Sandy

1. Dan Biedler -- South Bend, Ind.
2. Jeff Booth -- Odessa, Texas
3. Gary Castle -- Fargo, N. Dakota
4. Charles Groce -- Flint, Mich.
5. Jim Haeffle -- Salt Lake City, Utah
6. Noel Horner -- Sacramento, Calif.
7. Dave Johnson -- Medford, Oregon
8. Bill Miller -- Des Moines, Iowa
9. Bill Roberts -- Lexington, Ky.
10. Ken Williams -- Duluth, Minn.

Full-Time Ministerial Assistants -- Bricket Wood

1. Dave Odor -- Miami, Florida
2. Ken Smylie -- Richmond, Va.

Other men who are currently here at College will remain here for another year -- or at least for another semester, depending on the needs of the Work. These include Michael Allamby, Samuel Gillespie, Richard Kilbury, Kingsley Mather and Camillo Reyes. We'll be announcing the men to College, new Churches being started this summer, and Field switches later on.

However, to go back a minute, I do hope that ALL of us in God's Work -- even those having to be laid off at this time -- will REJOICE in the opportunities these young college graduates and/or Elders being sent out this spring will have! In a few cases, it is just frankly a necessity that they end up "replacing" a Local Elder or an assistant whom we had to drop. This could be awkward for both the man dropped, the assistant and the congregation UNLESS you men who are being dropped in such cases do your best sincerely to be positive in every way -- even moving from the area in the case of many young Ambassador graduates. And be sure that the new man is made WELCOME by both you and the brethren in God's Church so that he can have his chance to see IF God is calling him to permanent, full-time service in the Work! I don't want to belabor this point, but this certainly is a time when your true spirit of service and sacrifice and your real "colors" will show. So I hope we can all rejoice and help these new men coming out -- realizing there will be GREAT GROWTH and fantastic jobs for ALL of us who qualify for any type of leadership in God's Church in the future.

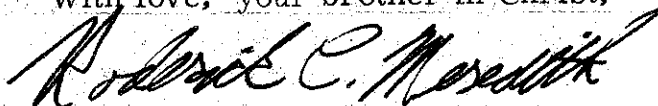
And, fellows, THANK YOU for the fine response from all of you that I have talked to and heard from regarding the recent special gifts and loans to God's Work and the inspiring way I know you men presented it to your people. Mr. Armstrong and all of us here are very heartened by the response and, although things will continue to be "tight" for several more months, they are certainly "looking up" from now on!

Interestingly, God is even using our very cutbacks to boomerang the Work forward later! Mr. Rader recently informed Mr. Armstrong and Mr. Portune that he has just found, in dealing with many of the station owners, that our decision to cut back to once-a-week broadcasting on many of the stations has sent a "shock wave" through the entire radio industry. Now, for the first time, many stations are beginning to appreciate us as never before. And some are offering to give us time free -- and others to give us every day broadcasting just for the price of the Sunday program!

So this, and other factors you will be hearing about later, are already beginning to show that this crisis and cutback is simply helping us to get into fighting trim and is "a cocking of the trigger" so that God's Work may rocket ahead bigger and faster than ever before over the long haul!

Overall, you ministers and God's people have responded magnificently so far as we can humanly tell. God's people certainly do have their "hearts" in His Work at this time, so we should all be encouraged and inspired more than ever as we enter this Passover season! May God bless and inspire each of you during this season in the services, the Bible Studies and in your own lives as you yield yourselves as servants into the hands of our Faithful Creator.

With love, your brother in Christ,



Roderick C. Meredith