

The Circles

*"Life is but a day's work—
do it well."*^o

Teamwork: Men and Women

Vol. X, No. 3

CONTENTS

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Theme Articles

Teamwork in Parenting	2
Cooperation	3
The Intimate Partnership	4
Female and Male Characteristics	5
Woman-Man Partnership	6
Male and Female: A Scientific Perspective ...	7
Interesting Quotes	8
Teamwork: Study Notes	10

Potpourri

Mother Spirit—a poem	11
The Beatitudes	12
The Big Uglies—a story	14
Interpreting God's Guidance	15

Regular Features

About Angels	23
Letters	19
Outreach	16
Prayer	20
Spheres of Influence	18
Tidbits	13



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By Tommie and Steve Clendening
McKinney, Texas

Teamwork in Parenting

Teamwork is the activity or work of a number of persons acting in close association as members of a unit. In our marriage this concept fascinated us from the beginning. We could see that without this type of cooperative effort, it couldn't be much of a marriage. *The URANTIA Book* states that this enthusiastic and effective load-pulling spirit is dependent on wise and vigorous leadership. Being two highly independent and self-sufficient individuals when we entered this marriage, this was a new concept for us, the necessity of which quickly became very obvious if we were to attain any sort of well-functioning, productive relationship.

One of the first "little" projects we did together was to build a boat. Well, with two chiefs and no indians this turned out to be an interesting and not somewhat explosive project. By the time we had evolved through this and several other projects, we had worked out a fairly productive way of working together: The one with the most knowledge and experience in a specific area was the "boss" on that part of the project. Since we each had many varied talents and our education and work backgrounds were very different, this worked well for a while.

However, this method of working together did not facilitate much true sharing or learning. So we soon adopted more of a teacher/student relationship, swapping roles as the areas of expertise varied. On projects where neither of us had previous experience, we would both as-

sume a mutual learn-as-you-go role. We learned the value of sharing each other's insights into the various learning situations.

Thorough communication of feelings, motives, ideas and ideals were necessary for us to work well together in this type of environment. Therefore, we each had to undergo some very serious soul searching and learning about ourselves in order to allow us to share honestly these parts of ourselves. We're thankful that we experienced these intense personal stages of development before we had several children. The limitations of privacy and time for intense, heart-to-heart sharing would have certainly stalled or handicapped this part of growth.

Slow, sure, complete progres-

The back cover tells about our next theme. But we are most happy to have articles on other topics too.

sion through these first lessons of learning about ourselves and each other had prepared us for the next logical step in the growth of effective teamwork. We had grown beyond the intense periods of releasing our judgment of each other and/or attempting to mold each other. We were even beginning to eliminate any expectations for the other and to let each other be and enjoy our mutual beingness. The complete acceptance and respect for each other which we had achieved allowed the loving trust necessary to share the

responsibilities of raising a family. But, we had done away with "the boss". Somehow, the more we had grown as individuals and together, the more we realized neither of us was qualified to officiate. The task of parenting effectively is so awesome we soon realized only God, our Father, could possibly give us the wise leadership our team required.

Thus began another crucial period of growth. We would constantly seek the Father's guidance as individuals and now also as a team. And we act on the guidance we *mutually* receive. It has been our experience that most of our guidance is perceived through intuition and feelings we share. If it doesn't "feel" right to *both* of us, then we ask for further insight. Many times the new insights forthcoming have facilitated total reevaluation of our motives in the first place and the goals "we" thought best. Once we glimpse the true direction we're to go, we act on our guidance (though still asking for and receiving validation along the way). This is an exciting and rewarding way of being a family unit. As our children get older and want to understand more, we share our learning experiences and the techniques we've found effective. They are growing up realizing the necessity of intelligent cooperation dependent upon wise leadership. We all know that the leader of this family unit is our Heavenly Father. His love and patient guidance help us to be better parents and our children to be worthwhile, enthusiastic members of our effective family team and society."

Cooperation

By Bill and Kaye Cooper
Houston, Texas



We work cooperatively quite a bit. We write articles together, edit each other's writing, discuss and make policy decisions on The Circles, plan and present various workshops and presentations as well as make more ordinary family decisions. We thought it would be interesting to reflect on our experiences together to see if we could gain more understanding of the idea that a man and a woman, cooperating, are "vastly superior in most ways to either two men or two women." (932:6/84.1.9)

After studying the relationship between men and women for several months in our study group, we began to observe our daily contact with people, hoping to see some of the superior fruits of this male-female cooperation. We became aware that we were virtually never seeing true cooperation between a woman and a man. Some men and women quite obviously do not cooperate. They conduct a continuing war, each one fighting to see her or his ideas triumph. Others, especially in the work environment, may work side-by-side, each working separately and later combining their efforts to produce a final product, but they do not actually work cooperatively. When they get to the point of combining their individual creations to produce a final product, they tend to engage in a subtle contest, each person trying

to get as many of his or her own ideas in the final product as possible. They reject and cancel each other's ideas far more readily than they accept and enhance them. There is little appreciation of the other person's unique viewpoint. There is no delightful amalgamation of the best of both into a new and higher product.

Women and men often work together in a direct superior-subordinate relationship such as that between boss and employee. Even in situations which appear to be two equals working together, there is frequently a tacit acceptance that one takes the lead and the second simply accepts and supports the other's decisions. In these circumstances the ideas of the subordinate person are essentially lost to the project. We finally realized that true cooperation between men and women rarely occurs, and so the "vastly superior" fruits of that cooperation are not observable.

Why is it that women and men do not work together cooperatively? Probably it is because **working cooperatively with someone of the opposite sex is both very different from and much more difficult than working cooperatively with someone of the same sex.** Different skills, talents and techniques of cooperation are required.

If one is capable of compromise and has acquired some tact and self

control, it is not so difficult to cooperate with another person of the same sex. Often one slides easily into such teamwork. Men and women, however, must contend with significant barriers. To begin with, the two sexes are unable fully to understand each other. (938:7/84.6.3) This basic, partial incomprehensibility is not all at the level of philosophies, motives, and values. Some of it is potential in every common transaction between a male and a female in the form of conflicts in communication styles.

Research indicates that in a mixed group of women and men, the men tend to talk significantly more

See COOPERATION on page 20.

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All page references to The URANTIA Book are as follows: The page number is first, followed by a colon and then the paragraph number. Each indentation on a page is counted as a paragraph, even if it is a single line long, as in numbered lists. Paragraph 0 on the page is the one which began on the previous page. The international citation which follows the slash refers to paper, section and paragraph within the section.



The Intimate Partnership

By Richard Bain
St. Petersburg, Florida

Recently I read that a successful marriage requires two ingredients: the willingness to compromise and a sense of humor. Considering the 50% divorce rate in this country, these qualities must be in short supply these days. The male/female bond and the family life that accompanies it are the building blocks of civilization according to *The URANTIA Book*. It seems to me that we'd better start building stronger blocks before we find ourselves standing in the rubble of our collapsed civilization.

How does humor fit into this serious problem? Consider what the book tells us: "Humor is the divine antidote for exaltation of ego." "The higher the mortal species, the greater the stress and the greater the capacity for humor as well as the necessity for it." "Humor should function as an automatic safety valve. . ." "Humor also functions to lessen the shock of the unexpected impact of fact or truth. . ." (549:2,5/48.4.15,18) You want stress? You want unexpected impact of fact? Consider the following statements you might hear between members of a family: "Dear, remember ten years ago how you wished we could have another child?" "Honey, did you say something about my watering your African violets while you were visiting your mother?" "You got WHAT on your report card?" "OK, who put the bubble bath in the goldfish bowl?"

Page 4 *The Circles* • Fall 1987

"Guess what?" I'll leave it to you to supply an appropriate and humorous retort.

Even the authors of *The URANTIA Book* appear to find humor in the male/female relationship. If you think not, then you haven't read papers 83-85 concerning marriage and family life. Consider this sage advice: "Some tribes married the young men to the widows and older women and then, when they were left widowers would allow them to marry the young girls, thus insuring as they expressed it, that both parents would not be fools. . ." (916:7/82.3.11) I don't know how the young men felt about it, but I suspect that there weren't many complaints from the older women. It's interesting how people see their own customs as being so right and those of others as being strange. For example, we read, "Africans still buy their wives. A love wife, or a white man's wife, they compare to a cat because she costs nothing." (923:7/83.3.1) (If they could see my vet bills, they might change their minds.) The book confirms what we men have always suspected, ". . . at home woman has usually outgeneraled even the most primitive of men." (934:4/84.3.5) The uneasy feeling men have that they (the men) may be in control but that it might just be an illusion caused many men of ancient times to be suspicious of women or even to believe that they had supernatural

powers or were possessed. We are all informed, "Even the Greeks held the menstruating woman as one of the three great causes of defilement, the other two being pork and garlic." (936:1/84.4.8) You can bet that the Greek men didn't say that to their wives or to an Italian. Note that these papers were written by a seraphim; these angels function in a situation similar to ours since there are retiring and aggressive types who serve in pairs. I wonder which one of them has to rearrange the furniture every month, and which one watches the Superbowl game? Let me guess.

Yes, the human condition, especially the male/female relationship, can be humorous, but the humor used in a marriage need not be the crude sort that is all too common in our culture; instead, it can be of the gentle variety. We should try to laugh *with* each other rather than *at* each other. A good sense of humor helps people accept their less-than-perfect selves; it helps build self-respect rather than destroy it. A person who learns to smile at his own foibles develops an armor of self respect that makes him impervious to ridicule.

There is another relationship that can make a marriage more durable—friendship. It is sad that some husbands and wives don't show each other even the common courtesy that they would show to a

see *INTIMATE* on page 6.

Female and Male Characteristics

*By the United Midweekers
Fort Worth, Texas
Bill and Kaye Cooper
David Glass
Diane and John Lanford
Louis and Leslie Morris
Beth and Mark McLeod*



Our study group spent several months last year studying the relationship between men and women using outside references as well as The URANTIA Book. In the process of that study we made a list of characteristics which we think may be predominantly female and male. One thing we recognized as we discussed these characteristics: While a list of characteristics may tend to be stronger in men in general, any individual man or woman will find that some of those apply to him or her while others do not. In other words, these are generalizations. You may agree with us on some of these and disagree on others, but we hope you'll enjoy giving them thought.

Male Characteristics

HIERARCHICAL STRUCTURE

Tends to establish clearly defined hierarchical structure in organizations. Believes in the importance of a single powerful leader, supported by tiers of subordinates increasingly larger in number and weaker in power. Likes carefully delineated responsibilities.

TENDENCY TO SEEK ORGANIZATION AND ACCOUNTABILITY IN GROUP FUNCTIONING

Prefers a clear system of responsibility so that the person accountable for each action is easily located. Organizes tasks and personnel. Tends to depend upon de-

tailed procedures to keep the work of the group functioning smoothly and effectively.

ANALYTICAL THINKING

Involves the capacity to think logically about tasks, to project a logical sequence of events. Tends to plan ahead, to break tasks down into small steps and put them in order. Oriented toward facts rather than "feeling" reaction to facts.

POSITION POWER

Tends to use the power which comes from position in the hierarchical structure. Position power is essential in situations that require instant response. It is fast. It is a means of avoiding stalemates. It does not attach to the individual and is left behind if he moves out of that position.

CONCERN FOR GOALS, EFFICIENCY, EFFECTIVENESS—ACTION

Oriented toward getting the job done. Thinks in terms of effectiveness (succeeding). Values efficiency. More interested in things and action than people.

DISCIPLINARIAN

Tends to want to be in control of situations. More comfortable with making decisions individually rather than discussing a solution. Comfortable with position of disciplinarian.

INSPIRATIONAL LEADER

Can mobilize followers or colleagues behind a goal and cause organizations to produce.

COMPETITIVENESS

Desire to win position, prestige and power. But also to excel, to produce a good product in comparison with other groups of whatever sort. Tends to think in terms of comparisons.

RISKTAKER

Willing to risk the "capital" of a situation (money, family, home, personal relationships, current level of achievement) in order to win, to succeed.

AGGRESSIVE BEHAVIOR

Prone to take action. Inclined to take the lead rather than follow others. Tends to express opinions and make desires known.

CONTROLS TALKING

Tends to dominate talking time, to interrupt, to talk over. More easily able to control a verbal exchange.

Female Characteristics

INTERPERSONAL RAPPORT

Sharing personal information about oneself and encouraging others to do so. Focusing on the whole person. Valuing people as ends not means.

See CHARACTERISTICS on page 22.

The Circles • Fall 1987 Page 5



Woman-Man Partnership

By Marlene Michelson-Dupont
Blennes, France

"One of the most important lessons to be learned during your mortal career is *teamwork*. (312:1/28.5.14)

In fact, in a team, it is very important that each member participates, according to his personal competences and aptitudes. In order for the team to function well, there must be no question of engaging in competition or rivalry. In a woman-man association, harmoniously built, where their complementary qualities play their parts, the result of the accomplished undertakings is multiplied. The knowledge, shared in common, becomes at the very end a new and improved one. Each contribution becomes an enrichment for each team member and the result of this "putting together" is reborn with an additional determining factor which

neither partner brought. The complete commitment of two individuals in the same direction is the father of a new parameter—a beneficial "plus". The adaptability of the "unselfish egos" creates an atmosphere of security and brings about real progress without chaos. The coexistence of a sincere woman-man association leads always to the respective evolution of each partner and to a treble evolution of the acts and thoughts. This is observably true on the material level, but how much more subtle and efficient it is on the spiritual level!

So it is, when a couple has chosen the same way—the one which leads to the Father—the discovery of God is an additional bond and the tide of thoughts a living stream, a common spring, where each one draws strength, energy, and love and

spreads these qualities to others. The bridge between the one, the other, and God is built. Progression seems to be faster, easier.

If we think it over, we know that our common Father is love, the Eternal Son is mercy and the Infinite Spirit is ministry. So, our human career is to experience love, to become merciful and to reveal God to men.

Human experience is therefore a living inner experience which we adapt and express to our surroundings. To love means to go out of oneself toward others. The association of two beings, bonded the one to the other, is a fortified association, for this ministry is strengthened by confidence, harmony and the cement of love, with eternity and ascent towards God as a supreme goal. «

INTIMATE from page 4.

stranger in their home. Wouldn't it be easier to live with a friend than an antagonist? I recall a conversation from the movie *Friendly Persuasion* between a young man and a father that went like this. Young man: "I want to marry her." Father: "Why?" Young man: "Because I love her, sir." Father: "But do you *like* her?" Is it possible for such disparate creatures as men and women to have a mutual friendship between them? Certainly, but we should not expect the friendship to be the same as a male/male or female/female friendship. It is probably made more difficult by the sexual stereotyping that we have developed in our culture. We may have false expectations that

we bring into the marriage relationship that we must shed before friendship can develop. Despite our best efforts, we may never fully understand one another, but I don't believe that complete understanding is a condition for friendship. Perhaps it is not so strange that the qualities needed for a good friendship are the same as those needed for a good marriage: trust, patience, and a willingness to forgive, to compromise and to share our inner lives with each other.

Ideally, marriage should be a relationship between equals. Our culture has been moving slowly and painfully toward this ideal, but I believe that only a few relationships reach it. In a relationship between

equals, compromise will nearly always be necessary except at the highest levels of reality where mutually perfect understanding exists. In a master/slave relationship, compromise is unnecessary; between equals it is unavoidable. Compromise may mean delay of gratification or modification of goals but it should never mean capitulation with bitterness and anger or the compromise of worthy ideals. It is the art of recognizing other people's genuine needs or sincere desires and responding to them appropriately. Unwillingness to compromise is a sign of immaturity. Inability to compromise may be a sign of emotional illness. The willingness to sacrifice selfish desires and

See *INTIMATE* on page 19.

Male and Female A Scientific Perspective

By Dave Robbins
Berthoud, Colorado



As *The URANTIA Book* notes, men and women don't have a lot in common. "Male and female are, practically regarded, two distinct varieties of the same species living in close and intimate association. Their viewpoints and entire life reactions are essentially different; they are wholly incapable of full and real comprehension of each other." (938:7/84.6.3) Given this information, the question naturally arises: How different are we?

According to the latest scientific evidence, men and women, in some respects, are as different as the proverbial night and day. Here is a sampling.

Scientific evidence shows that male and female brains are constructed differently. The surface of the female brain is slightly smoother than the male. Research has proved that the large bundle of nerve fibers connecting the two halves of the human brain is more pronounced in the female. There is speculation that this may enable the two halves of the female brain to communicate more rapidly. According to a psychologist at Catholic University of America, this suggests that the two halves of men's brains don't "talk" to each other as easily as women's do, thus explaining why many men have trouble expressing their feelings. Research has also demonstrated that males have a more highly developed left side, while in the typical female, it is the right side of the brain which is more developed. As reported by the Brain Sciences Laboratory at the National Jewish Hospital, female babies learn language

faster, while males are better at visual and spatial discrimination. All of this is attributed to the differential construction of the brain.

There's more.

According to studies conducted at Stanford University: Women are more sensitive to touch and taste, can see better at night, and have keener hearing. Men are less sensitive to extreme heat, but more sensitive to extreme cold. Women are able to make quicker decisions and are more skilled in expressing themselves verbally. Men are more easily distracted by novelty and will explore new environments more readily. Women are normally more adept at tasks requiring manual dexterity. Women are usually more interested in people, and according to the experts, women catch subliminal messages faster than the men.

The Stanford studies were confirmed by research at the University of Michigan. Scientists determined women are more empathetic than men, with a greater capacity to place themselves in someone else's shoes. In short, women are more "understanding" than men.

"Men have long regarded women as peculiar, even abnormal." (935:5/84.4.5) A University of Southern California professor concluded that not only do most men think women are a bit strange but that most men are intimidated by women.

At Rutgers University, studies have demonstrated that women are definitely more sensitive to what other people say and at perceiving the underlying meaning of what is said.

Even our hormones are different. Scientists already know that males and females produce different hormones, and our hormones affect how our brains function. This produces differences in behavior, differences apparent even in infants.

An important note should be made here: These results are generalizations and pertain to males and females as a whole, not to specific individuals.

Yes, males and females are essentially quite different, each with their own distinct biological, intellectual, and emotional make-up. Far from being a cause for concern, our differences should stimulate us to reach out to one another, to strive to bridge the respective "gaps" in our constitutions, to serve our Father as complementary children conceived and designed as "two sides of the same coin," two mutually fulfilling expressions of divine love. "Men and women need each other in their morontial and spiritual as well as in their mortal careers. The differences in viewpoint between male and female persist even beyond the first life and throughout the local and superuniverse ascensions. And even in Havona, the pilgrims who were once men and women will still be aiding each other in the Paradise ascent. Never, even in the Corps of the Finality, will the creature metamorphose so far as to obliterate the personality trends that humans call male and female; always will these two basic variations of humankind continue to intrigue, stimulate, encourage, and assist each other; always will they be

See *SCIENTIFIC* on page 9.



Teamwork: Interesting Quotes



On Differences in Values

"According to the survey [*The Study of Values*], a survey administered to thousands of college age adults and male and female executives], men tend to be motivated more by the search for rational truth (the theoretical), the practicality and utility of things and ideas (the economic), and the desire for power and influence (the political). As such, they place greater value on their ability to observe and reason objectively, to find useful purpose in their work and their lives, and to be influential and admired by others.

"For women, there is a higher priority placed on form and harmony (the aesthetic), a concern for people (the social), and unity and spirituality (the religious). As a group, women tend to show greater interest in and concern for beauty and creative expression, to be motivated by the desire to help and care for others, and to be guided by idealism." *Feminine Leadership*, p. 67.

On Differences in Abilities

Diane McGuinness, research psychologist at Stanford University and the University of California at Santa Cruz (based on observation and testing of thousands of infants, preschoolers, high school and university students) comments on wide statistical difference between men and women in the brain: "Some of these differences," she says, "appear extremely early in life. And others are more obvious after puberty. But the fascinating thing is that they seem to be *independent of culture*—as true in Ghana, Scotland and New Zealand as they are in America. First, women are more sensitive to touch. And they have better fine-

motor coordination and finger dexterity—there may be cerebellar differences. Second, there are differences in the way information is gathered and problems are solved. Men are more rule-bound, and they seem to be less sensitive to situational variables: more single-minded, more narrowly focused and more persevering. Women, by contrast, are *very sensitive to context*. They're less hidebound by the demands of a particular task. They're good at picking up peripheral information. And they process the information faster.

"Put in general terms, women are communicators and men are takers of action. Because that's the implication of the most *important* difference between them, the one that's most widely accepted. Males are good at tasks that require visual-spatial skills, and females are good at tasks that require language ability. Males are better at maps, mazes and math; at rotating objects in their minds and locating three-dimensional objects in two-dimensional representations. They're better at perceiving and manipulating objects in space. And they're better at orienting themselves in space. They have a good sense of direction.

"Females, on the other hand, excel in areas that males are weak in, especially in areas where language is involved. They're not as good in general, at anything that requires object manipulation and visual sharpness—they're less sensitive to light, for one thing. But they're much better at almost all the skills that involve words: fluency, for example, verbal reasoning, written prose and reading—males outnumber females three to one in remedial reading classes. Their verbal memory is also

better. And they can sing in tune, six times more often than males can." *Sex and the Brain*, pp.43-45.

On Differences in Conflict Management

"Throughout the last three years, as part of an ongoing effort to gather support material for this book, more than three hundred men and women managers have been surveyed using the 'Thomas-Kilmann Conflict Mode Instrument.' This questionnaire identifies five basic modes of behavior used to manage conflict situations and asks respondents to assess the frequency with which they use each mode. While the validation study for this instrument, completed in 1978, shows no significant differences in preferences based upon gender, my own data show a marked difference in the styles or modes preferred by the 171 men and 145 women managers who completed the questionnaire. . .

". . . male managers show a strong preference for two behavioral responses in conflict situations. The first. . . is a competitive response to conflict, frequently referred to as a win-lose approach to conflict resolution. In using this mode of behavior, a manager will compete to overcome any opposing forces in order to assure that his/her position prevails. . .

"The second mode of behavior favored by many men in managing conflict is avoidance. . . Faced with a conflict situation where winning is simply not possible, what can a competitive manager do? He can avoid the conflict completely, thereby avoiding any potential loss, in the hope that his odds of winning will improve the next time. . .

"In examining the same survey

data, we see women managers showing a strong preference for two different modes of conflict management behavior. The first, collaboration, is an approach to conflict management that seeks to find different, more satisfying solutions to complex problems than those proposed by either side. This win-win approach is based upon a consensus-building strategy for resolving differences rather than a competitive one. . .

"The other behavioral mode favored more by women managers surveyed was accommodation. . . Here, again, we see the strong emphasis placed on the importance of preserving relationships, even at the expense of achieving one's goals, for accommodation involves subordinating one's own self-interests to those of another person. . .

". . . compromising is their preferred backup style for managing conflicts. As was true with the male managers, women generally saw this as the style they would use when their other, preferred approaches had no chance of succeeding. . .

"What do these differences in styles suggest from the standpoint of organizational effectiveness? First, they suggest that both men and women managers may sometimes rely too much on their preferred modes of conflict management and utilize too little the approaches preferred by the other group. . .

". . . second. . . by working together and learning to utilize their preferred approaches to complement each other, men and women in management can increase their individual effectiveness and the ability of their organizations to resolve conflicts productively." *Feminine Leadership*, pp. 164-174.

References

Sex and the Brain by Jo Durden-Smith and Diane deSimone © 1983. Published by Warner Books.

Feminine Leadership or How to Succeed in Business Without Being One of the Boys by Marilyn Loden © 1985. Published by Times Books."



Team Work

By David Clark
Monroe, Washington

SCIENTIFIC from page 7.

mutually dependent on co-operation in the solution of perplexing universe problems and in the overcoming of manifold cosmic difficulties." (939:1/84.6.6)

Males and females are not created the same and are not born "equal," except in one crucial re-

spect: We are all sons and daughters of God. This singular distinction ennoble our association and enables us to transcend all of our differences as, together, we strive to realize our Father's will in time and in eternity.

Now you'll have to excuse me. My wife needs help with the dishes."

The Circles • Fall 1987 Page 9



Teamwork: Study Notes

By Kaye and Bill Cooper
Houston, Texas

[In the following notes, a summary of the reference appears in italics. Our comments about the reference follow in regular type.]

(932:6/84.1.9) *"A man and a woman, co-operating, even aside from family and offspring, are vastly superior in most ways to either two men or two women."* (for discussion see our article "Cooperation" in this issue.)

(939:2/84.6.7) *Men and women are complementary but the cooperation is often antagonistic.* (see article)

(922:3/83.0.3) *The sex urge lures man into the satisfactions of a sex relationship which in turn results in self-denial and eventually unselfishness.* The sex urge sets off a long chain of causes and effects that pull man into an ever-upward spiral of existence. From this basic urge eventually follow the tenderness and loyalty of the husband-wife relationship, the self-sacrificing love of parenthood, the desire to leave a better world for one's children, even the extension of familial feelings to friends and eventually to all mortals. With the bodily desire for sexual satisfaction, God has initiated a process that brings what started out as a savage near-beast to seek the antithesis of animal nature—God himself!

(938:9/84.6.5) *Being female and male multiplies our versatility and overcomes inherent limitations.* Evidently as individuals we have certain inherent limitations that can be overcome if we work in association with a partner of the complementary sex. Furthermore, creating us in

this dual form makes us more versatile than a single unisex being could have been.

(939:1/84.6.6) *The mark of having lived the physical life as male or female will never be eradicated from those individuals. Even on Paradise we will continue to "intrigue, stimulate, encourage, and assist each other. . ." and depend on female-male partnership to meet our challenges.* Evidently the old concept that men and women were created as incomplete beings who must have their complement to be whole is not entirely false. This quote says that we will always carry different viewpoints and will be dependent on working together to solve problems and overcome difficulties. Our ability to cope well is dependent on cooperation with someone of the other sex.

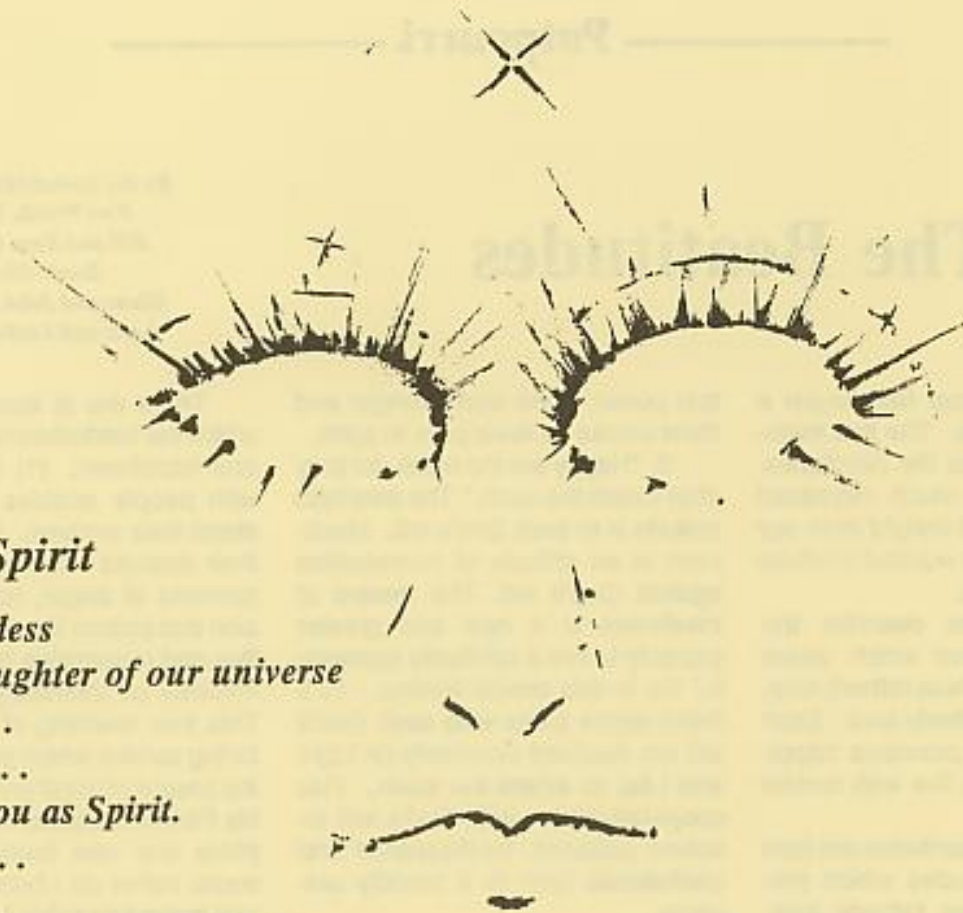
(807:6/71.8.10) *One stage in the evolution of government involves sex equality and the "co-ordinated functioning of men and women in the home, school, and church with specialized service of women in industry and government."* Sometimes this quote is thought to imply some subordinate or at least very limited position for women. Recently Kaye read a book (*Feminine Leadership* by Marilyn Loden, copyright 1985. Published by Times Books) which identifies many of the qualities which women will be able to contribute to the management of business once they have recognized the need not to try to imitate men. The "specialized service" may be as part of the management team—the decision makers on all levels of industry, business and government. Women's view-

point and management skills are different from men's, and they are needed to balance decision making. Many of the type "Y" management theories which are beginning to be incorporated into American business draw on precisely the skills women tend to be proficient at (for example: listening, encouraging creativity in others, managing coordinately rather than autocratically, etc.) Perhaps we are on the brink of seeing men and women begin to learn to work together in business.

(938:8/84.6.4) *Women seem to be more intuitive, men more logical. Women have always been the moral and spiritual leaders of mankind.* It is interesting that this quote says that women "seem" to be more intuitive and "appear" to be less logical. Those words may be used because much of intuition may actually be logical—albeit unconscious logic. According to scientific observation women are more responsive to peripheral information. They observe and interpret more effectively body language, facial expression, tone of voice, etc. This information is not necessarily accessible to the conscious memory. Nevertheless, the unconscious mind can and does use it. These impressions may often be the basis for "intuitive" conclusions. Whatever else is involved in intuition, this process of obtaining and using peripheral information may account for woman's "apparent" facility in that area.

(932:3/84.1.6) *"All mammalian mother love is the inherent endowment of the adjutant mind-spirits. . ."*

(581:0/51.1.3) *The Adams and Eves*
See NOTES on page 18.



Mother Spirit

*Space Goddess
Creator-daughter of our universe
Invisible . . .
Nameless . . .
We know you as Spirit.
Formless . . .
Infinite . . .
Mother of the Children of Light,
Gabriel, and all orders of Angels.
Mother to the children of time,
We who are earthbound, soar with you.
Lighter than wind . . .
You are everywhere,
Travelling on butterfly wings
and the scent of roses.
You nourish us . . .
Earth Mother,
Sky spirit,
You envelop us . . .
The Universe is coated with the veil
Of your love mist . . .
Unseen endless threads,
Permeate space
And weave us together.
Space Goddess . . .*

*By Roxy Alessandro-Ventola
Venice, California*

*By Vince Ventola
Venice, California*

The Beatitudes

*By the United Midweekers
Fort Worth, Texas
Bill and Kaye Cooper
David Glass
Diane and John Lanford
Louis and Leslie Morris*

Our study group has begun a study of happiness. The first material we studied was the beatitudes. We received so much increased understanding and insight from our discussion that we wanted to share some of it with you.

The beatitudes describe the higher level of love which Jesus demonstrated. His was fatherly love, a step beyond brotherly love. Each of the beatitudes promises happiness to those who live with certain attitudes.

The first four beatitudes are faith attitudes—the attitudes which prepare us to express fatherly love. These four attitudes are in themselves progressive, in that the second is a step above the first, the third a step higher, and so forth.

The second four beatitudes are the reactions of fatherly love. They describe the behavior—the outward expression—of one who loves with a fatherly love.

The Faith Attitudes

1. "Happy are the poor in spirit—the humble." The first faith attitude is to be teachable and truth seeking, not indifferent, complacent, or arrogant. The reward is to find the kingdom of heaven in one's own heart, and to experience happiness as a result. Seek for goals of spiritual wealth. Those who feel poor in spirit have spiritual wealth as a goal.

2. "Happy are they who hunger and thirst for righteousness, for they shall be filled." The second faith attitude is to want to be like God—to want to be righteous (good), to have divine strength and spiritual power. The reward is to grow more Godlike. Seek divine strength and crave spiri-

tual power. One won't hunger and thirst unless he feels poor in spirit.

3. "Happy are the meek, for they shall inherit the earth." The third faith attitude is to seek God's will. Meekness is an attitude of nonrebellion against God's will. The reward of meekness is a new and greater capacity to live a spiritually successful life in this mortal lifetime. In a literal sense those who seek God's will are destined eventually (in Light and Life) to inherit the earth. This cooperativeness with God's will involves patience, forbearance and unshakable faith in a friendly universe.

4. "Happy are the pure in heart, for they shall see God." The fourth faith attitude is to have faith in one's fellow men—always to look for the best in man. Being pure in heart means one lacks suspicion and desire for revenge. A father's love doesn't condone evil, but it is anti-cynical always. The reward is to receive increased spiritual insight (personal spiritual revelation), enhanced Adjuster guidance, and augmented God-consciousness. We see God by faith through true spiritual insight. This enhances Adjuster guidance which augments God-consciousness . . . happiness!

The Reactions of Fatherly Love

1. "Happy are they who mourn, for they shall be comforted." The first reaction of fatherly love is tenderheartedness, being sensitive and responsive to human needs. It is a paradox to our human logic to say that opening oneself up to the pain of being sensitive to the emotions or physical suffering of others will result in happiness. Yet it is true.

There are at least two ways in which the tenderhearted find comfort and happiness: (1) Such empathy with people enables us to understand their motives. Understanding their motives relieves us of the responses of anger, hate and suspicion that poison life. (2) Being sensitive and responsive to human need involves us intimately with people. This true touching of lives and the loving service which pours from us is the source of great joy. Jesus said in his Farewell Discourse, ". . . I do not place any new burden upon your souls; rather do I bring you new joy and make it possible for you to experience new pleasure in knowing the delights of the bestowal of your heart's affection upon your fellowmen." (1944:5/180.1.2)

2. "Happy are the merciful, for they shall obtain mercy." The second reaction of fatherly love is that mercy and forgiveness that flows from true friendship. A true friend does not forgive out of duty, he forgives out of understanding and affection. This quality of mercy is one of the qualities that defines friendship. Mercy recognizes the dictates of justice but wisely chooses to set those aside in loving-kindness. Mercy must always be tempered by wisdom. God sets the pattern in answering prayer. He allows us to experience the consequences of our un-Godlike actions. Yet he is merciful. When we have expended all our human resources on coping with the situation, he responds to our prayer with aid. (See the "Conditions of Effective Prayer" 1002:6-8./91.9.1-3)

3. "Happy are the peacemakers,

for they shall be called the sons of God." Jesus' peace is not passive or negative—it is not "not doing something." It is an active, assertive way of life. It is calm and assurance in the face of disappointment, confusion, enmity, danger—whatever the world has to offer. It is not derived from the external circumstances of life.

How do we become peacemakers? First by achieving Jesus' peace within ourselves. Jesus' peace was derived from his attitude toward his Father's will. "The peace of Jesus is the joy and satisfaction of a God-knowing individual who has achieved the triumph of learning fully how to do the will of God while living the mortal life in the flesh." (1954:5/181.1.8) Our achievement of peace depends heavily on two things: (1) Committing ourselves to doing our Father's will. We will begin to experience peace as our resolve is tested enough that we can be sure of the certainty of our desire to do his will. (2) Learning when we have found the Father's will for us. As we try to discern his will and act upon it, our successes (or failures) will teach us. We will begin to be more confident that we are not misinterpreting what his will is. That confidence will contribute to our peace. We cannot expect to be absolutely certain. When we feel inept or even ignored because we are having a hard time deciding what God's will is, we can remember that Jesus spent *hours* in the Garden of Gethsemane being *sure* he understood what God's will was with regard to the crucifixion. The point here is not that we can be sure we make no errors in perceiving God's will—we will still make errors. The point is that we have actively sought and acted on what we thought was God's will enough so that our accuracy and assurance have improved.

Once we have Jesus' peace within us, our behavior in the world changes. We are kind; we do not judge but instead seek to understand others; we communicate well—both listen and speak; we actively return

See *BEATITUDES* on page 14.

Tidbits

There was a small boy who was trying to lift a heavy rock, but he couldn't budge it. His father, who was watching, asked him: "Are you using all of your strength?"

"I *am*!" exclaimed the boy.

"No you aren't," said the father. "You haven't asked *me* to help."

There was a young married couple whose infant child died. An old man, who heard of their grief, came to comfort them.

He said, "A tragedy such as the one you are experiencing is like being plunged into boiling water. If you are an egg, this affliction will make you hard-boiled and unresponsive. If you are a potato, this affliction will make you soft and pliable, resilient and responsive.

"Many times have I prayed: 'Father, help me be a potato.'"

When the Isrealites saw Goliath, they said, "He's so big, we can never kill him"

But David said, "He's so big, I can't miss."

Fear knocked at the door.

Faith opened it.

No one was there.

All of the above created by
Rick Keeler
Solons Beach, California

Q: Do you know who helped Noah get all the animals on the ark?

A: The ark-angels, of course!

Created by the Clendenings
Tommie, Steve,
Miranda, Katy and Bryce
Mc Kinney, Texas

The Big Uglies

By Dave Robbins
Berthoud, Colorado

Once upon a time, on a planet near the edge of inhabited creation, there lived a little boy who grew up with a serious problem. When he was young, he would hurt other people with words or blows. As he grew up, he could see that making others miserable was a terrible thing to do. But try as he might, he could not change his behavior. He would feel sudden anger or have a temper tantrum and harm his friends and relatives. No one liked him and everyone avoided him. He became very sad and worried when he would have his next attack of what he called THE BIG UGLIES.

He decided to get help.

First he visited a doctor. The doctor gave him a pill that made his body whole, but it didn't stop THE BIG UGLIES.

Next, he visited a psychiatrist. The psychiatrist helped him see the problem was somewhere in his mind, but even knowing this didn't stop THE BIG UGLIES.

After this, he visited a minister who told him the blood of an innocent, noble man could wash away THE BIG UGLIES. This strange idea upset the young man very much and did nothing to stop THE BIG UGLIES.

He visited an astrologer. The astrologer told him Mercury and Jupiter, when in conjunction, could cure THE BIG UGLIES. That was the good news. The bad news was the next conjunction would not occur for three thousand years.

Deeply disturbed, he talked to a philosopher. The philosopher informed him only truth and love could erase THE BIG UGLIES, and if the young man wanted to find truth and love, he should turn to God.

The young man went off alone and talked with God. He learned God was his Father and all the people in the universe, even all those he had hurt, were his Brothers and Sisters, and if he could love his Father and cherish his Brothers and Sisters as God did, he would never, ever have another attack of THE BIG UGLIES.

He did.

And he didn't.

The Beginning

BEATITUDES from page 13.

good for the evil we receive. Such behavior has several peacemaking effects: (1) interpersonal conflicts between us and others melt away, (2) our example encourages others to emulate that behavior, (3) our attitude makes others seek the source of our inner peace and strength.

All other forms of peace follow from these achievements of personal peace. As more and more people attain personal peace and exhibit new behavior, larger and larger social groups are effected and eventually even political groups.

All this personal peace and its ramifications in society begin with the choice of altruism—unselfishness (living as Jesus lived—doing the Father's will). Wherever we have a choice to do something which benefits ourselves or something which truly benefits others (fills some of their *real* needs, not just gives them something they selfishly want), our choice is clear: choose unselfishness. "Whosoever will save his life shall lose it, but whosoever will lose his life shall find it." To sacrifice our own interests (the material life) for others, results in the growth of our spiritual life.

4. "Happy are they who are persecuted for righteousness' sake, for theirs is the kingdom of heaven. Happy are you when men shall revile you and persecute you and shall say all manner of evil against you falsely. Rejoice and be exceedingly glad, for great is your reward in heaven." Happy are those who are courageous enough to live as Jesus did.

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and addresses.

...

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see the back cover
for information.

Interpreting God's Guidance

By Kaye Cooper
Houston, Texas

So often when an individual has matured in his commitment to the doing of his heavenly Father's will, there is a negative reaction from those around him (persecution). To be suffering persecution indicates that we have not only the commitment but the courage to live as Jesus did. To be living in this way—to be giving of ourselves altruistically—is the most satisfying and joyous of lifestyles. While the material life may be filled with pain, the spiritual life is rich.

It is important to note that soul-satisfying joy does not necessarily coincide with *enjoyment* of the circumstances—Jesus did not *enjoy* his crucifixion—yet he was experiencing the greatest of joys—the giving of his life for his friends. (1944:5/180.1.2)

When we face a situation where our commitment to the kingdom costs us something (when we are persecuted in some way: conflict with family, loss of friends, economic reversals, life danger), the result is always progress—we are stronger, wiser, more mature. We have the joy of a spiritual triumph over fear and the flesh.

BEATITUDES SUMMARY

The faith attitudes

1. Happy are those who are teachable and truth-seeking.
2. Happy are those who want to be like God.
3. Happy are those who want to do God's will.
4. Happy are those who have faith in their fellowmen.

The reactions of fatherly love

1. Happy are those who are tenderhearted, sensitive and responsive to human needs.
2. Happy are those who are merciful and forgiving.
3. Happy are the peacemakers (personal, social and political).
4. Happy are those who are courageous in living out fatherly love—even in the face of persecution."

It is a wonderful and monumental event when you begin to receive and understand spiritual guidance for your life. It is a good thing to *believe* in God's watchcare and guidance, but it is an entirely different matter to have the faith to persist in seeking God's guidance for your life until you actually begin to perceive it.

When you get to the point of recognizing that the spiritual influences around you and within you are actually taking part in your life, it is a pretty heady experience. Realizing that God really will guide you can make you feel like you have a hot line to *the source!* As you follow this guidance, things may begin to come together in wonderfully beneficial ways, reinforcing your faith in this new and extraordinary relationship. It may seem like you have a spiritual Aladdin's lamp.

This is the time when the cautions in *The URANTIA Book* about perceiving the Adjuster's guidance are most needed. Those cautions, indicating that you are incapable of distinguishing the voice of the Adjuster from the voice of your own mind (1207:2/110.4.2), operate in many reader's minds to keep them from pursuing the Adjuster's leading (or that of the Spirit of Truth for that matter). They conclude that they cannot tell the difference so what is the point of trying—one might make a dreadful mistake in the attempt.

I do not believe that such an effect was the intent of the *URANTIA Book* authors. Their final word on the subject can be found on the last page of the book: "The great challenge to modern man is to achieve better communication with the divine Monitor that dwells within the human

mind. Man's greatest adventure in the flesh consists in the well-balanced and sane effort to advance the borders of self-consciousness out through the dim realms of embryonic soul-consciousness in a whole-hearted effort to reach the borderland of spirit-consciousness—contact with the divine presence." (2097:2/196.3.34)

The great spiritual adventure of your earth life is to make contact with your Adjuster!

God would not give you his guidance and then intend that you should ignore it in fear of making a mistake. He understands when mistakes occur. One cannot learn without making mistakes. He has given you the gift of his guidance with the intent that you learn to perceive and follow this guidance—and that you do so more and more accurately.

The cautions in *The URANTIA Book* are there to help you in that time when you begin to perceive some leading by the indwelling Adjuster or even earlier when you become aware of the Spirit of Truth's influence. (The Spirit of Truth is apparently easier to perceive. The apostles and disciples were instantly aware of it on the day of Pentecost. 2059:1/194.0.1) These cautions are important at that time precisely because you will always be more or less inaccurate in your perception of your guidance. Jesus said to Nathaniel, "Mark you well my words, Nathaniel, nothing which human nature has touched can be regarded as infallible. Through the mind of man divine truth may indeed shine forth, but always of relative purity and partial divinity." (1768:4/159.4.8)

See *INTERPRETING* on page 19.



Outreach

We are eager to report on reader's experiences with sharing the concepts from *The URANTIA Book* with others or introducing the book itself to new readers. Please send us your experiences.

The Editors.

Answering Machine Service

By Andrea Barnes
San Diego, California

The idea came to me a few months ago when I was studying with the Jehovah's Witnesses. I wanted to learn more about them because my brother had become interested in them.

I happened to see an ad in the paper at this time that read, "If you are studying with Jehovah's Witnesses you should hear this!" Seeing this ad gave me an idea to promote *The URANTIA Book* in the same way—with an ad in the paper and an answering machine.

The first thing I did was to have additional phone lines put in the house. Then I had to find an answering machine that could leave at least a two minute message and receive at least a two minute message. Another feature that I wanted was a machine that let me know whenever someone calls, not just when they leave a message. That way I could get an accurate log of the number of calls I received.

The message on the answering machine goes like this:

The URANTIA Book is a 2097-page book whose contents are staggering in their scope and diversity. The URANTIA Book has thousands

of readers the world over. If you haven't heard of it, it's probably because it isn't publicized or commercialized. The URANTIA Book is not a cult with any strange rules or practices. There are no dues to pay and there is not any human being exalted in connection with the book.

*The book is a very straightforward, common sense approach to God, the universe, our planet and mankind. The URANTIA Book answers just about any question you've ever had, such as: What happens to us when we die? How did the different races of color get on the planet? Are we the only intelligent beings in the universe? Can religion, science and philosophy be unified and harmonized? Who are we and where are we going? You will find the answers in *The URANTIA Book*. You will find them to be revealing beyond the greatest stretches of imagination. And they are unequivocal. No writing on earth has so reconciled science and religion.*

*No matter what religion you are, *The URANTIA Book* may interest you. It does not restrict God to any religion or denomination. If you develop a deep interest in *The URANTIA Book*, you will likely wind up with a profound overriding conviction that you are the child of a benevolent, loving Father, and that—inescapably—we are all brothers and sisters. Even the slightest acknowledgment of this truth can provide anyone of any age a challenge so overwhelming as to make life continually active and exciting—and rewarding. It doesn't dull life, it sharpens it. It doesn't attempt to set you apart as a saint in an unsaintly world. You will find in *The URANTIA Book* the simple formulas which can give all people of earth spiritual freedom and unity, without requirement*

*for spiritual uniformity. This is Jesus' way. There is, as I say, no end to the stimulating and provocative wisdom in *The URANTIA Book*. It is truly the cosmic road map for this life and our eternal future.*

*The URANTIA Book is available in bookstores and libraries. If you would like more information about *The URANTIA Book* or study groups in your area, leave a message at the tone along with your name, address and phone number if you'd like. Thanks for calling and have a nice day.*

I have been putting my ad in a paper that prints free non-profit ads. The circulation is 125,000. Every week the ad has run, I have received about thirty calls. And about one in ten people will leave a message. Usually they want more information, so I send them the pamphlet, "Why I Believe in *The URANTIA Book*" provided by Asoka Foundation. I also let them know where they can get a book, about study groups or any other information they may request.

I figure that even if they don't leave a message, they've heard about the book and perhaps will be interested in the future or tell someone else about it. If they don't call but saw the ad, they still receive a bit of information that at some future time may flower. The ads I have tried go like this:

- "A truth seeker's paradise."
- "Can science, religion and philosophy be harmonized?"
- "Atheists! Challenge your beliefs!"
- "*The URANTIA Book* is a priceless, inexhaustible resource to those who hunger for truth, guidance and illumination and inspiration."

All followed by: "For a two-minute
See ANSWERING on page 17.

Library Placement Project

By David Glass
Fort Worth, Texas

A sizeable percentage of our current planetary population are either unable or unlikely to read or study or attempt to understand the revelation. It seems clear that "downstepped" and more understandable presentations of the truths and messages of the revelation and especially of Jesus' life and teachings are of paramount need on Urantia. Jesus taught the miller about grinding up "the grains of truth in the mill of living experience" in order to make truth more readily receivable. (1474:2/133.4.2)

Those who appreciate the book's message and its import and relevance today and in our future must teach the truths of *The URANTIA Book* in simplified form. Such people are not going to appear suddenly illuminated with "God's viewpoint" on reality. They will need to encounter *The URANTIA Book*. And though this process is taking place, it stands in need of great assistance, expansion, and support. Where will people encounter the book in a significant way?

Even after encountering the book in a bookstore or being personally introduced to it, a potential reader (and possible leader) may need days, weeks, even months with the book before he or she becomes convinced of its truth. That can be achieved without the monetary expense of buying the book, if it is available in local libraries. Being able to get the book from a library enables the individual to take it home and have an individual encounter with it. The person is allowed a beneficial privacy and freedom from pressure in which to feel that rapport with truth and its revelators which he

may begin to cherish in his soul. We need the book in local libraries! How else will people be able to "check it out."

How To Place Books

The process of placing books in libraries has been in my experience one of utter simplicity and facility. I did not need to say a word about the book at all. I walked in with a book, stated that I would like to donate a book to the library, and requested the appropriate forms. The forms consumed less than two minutes to complete. The book was accepted with a "thank you." I spent about ten to fifteen minutes in the whole process.

Some readers may not be aware of the library placement project which URANTIA Brotherhood is funding. You may obtain books to place in libraries with no cost to you nor to the library. Although this program was momentarily at a standstill, it is now back in operation and seeking readers who will locate libraries interested in receiving copies. Most libraries will accept two copies, one for circulation and another for the reference section. Libraries also accept *Concordexes* which are being provided free of charge by the Jesusonian Foundation.

The revelation is intended more fully to bloom in its transforming effect on mankind in a period of history which follows the current chaos and the materialism and humanism of our present era. That global role of the revelation will prove most effective when its foundation of worldwide library placement has been established and the foundation of thousands of study groups has been achieved throughout the world. The present is a time of laying these foundations. We can contribute both to the formation of study groups and the training of leaders by placing *URANTIA Books* in local libraries.

In the thoughtful realm of our attempts to discern and do the Father's will, this clear-cut, objective and highly potentializing act of library placement is one which can be en-

tered into with the manifest satisfaction and the exhilarating experience of performing an aspect of the Father's will."

URANTIA Books for library placement are being provided by URANTIA Brotherhood through:

Tom Allen
2322 NW 19th
Oklahoma City, OK 73107.

Concordexes can be requested from:

Donald Guimond
620 12th Street
Boulder, CO 80302.

ANSWERING from page 16.

taped recording about *The URANTIA Book*, call 565-0869."

The results of this "answering machine service" have been so exciting! And it's a lot of fun listening to people's comments. It's no trouble at all and takes very little time. For me, there is nothing more thrilling than knowing you helped "open the door" for someone when they have knocked.

I feel strongly led to get the "good news" out about *The URANTIA Book*. In my opinion, there are thousands of people who are yearning for the truth and beauty of *The URANTIA Book*. They have just NEVER HEARD OF IT!

Those of us who know about *The URANTIA Book* have been entrusted with the most important book on the planet—"ten talents" so to speak. Jesus was the fourth epochal revelation, this book is the fifth. Can we be less accountable than the apostles with this knowledge?

We can not stand still in the affairs of the eternal kingdom. We must grow in grace and in a knowledge of the truth. We must manifest a growing devotion to the unselfish service of our brothers and sisters according to our abilities. "In accordance with the truth committed to your hands will the Master of truth require a reckoning." (1918:0/176.3.7)"



Love, Medicine and Miracles

By Kaye Cooper
Houston, Texas

Love, Medicine & Miracles by Bernie S. Siegel. Published by Harper & Row. New York. Copyright 1986. Hardback, \$15.95; softback due out in June 1987.

Sometimes as I begin to read a book, I know that once again God's hand has moved lovingly in my life to bring me to *this* book at *this* time. *Love, Medicine, and Miracles* was one of those books for me. It may be God's gift for many people.

Bernie Siegel is a surgeon in Connecticut and teaches at Yale. For the last eight years he has also been working with small groups of cancer patients (his own and those who go to other doctors) to help them *learn to live*—in love and without fear. In the process many of them learn to get well also.

In *Love, Medicine and Miracles* Bernie (he now insists that all his patients call him Bernie) tells how he gave up being a body mechanic and came to love his patients. As he put it, "I committed the physician's cardinal sin: I 'got involved' with my patients. . . . I no longer shielded myself emotionally from the scenes of sadness I had to witness each day." Introduced to the concept of using visualization against cancer by the Simontons (*Getting Well Again*) who had developed the technique, he began to involve his patients in their own treatment through visualizing. He also began including them with him in the decision-making process. In so doing he helped to give them

back their sense of personal power and worth.

Some of the techniques he teaches patients are: (1) Recognize *without guilt* that it is your attitudes and thoughts which have made you vulnerable to the illness. (2) Realize that you can, by growing into new attitudes, improve your physical immunity. (3) Use visualization and affirmations to send your body a "live" message instead of the old "die" message. (4) Love, accept, forgive, and choose to be happy. (5) Find in God the strength to change and grow. There is much in Bernie's attitude toward the spiritual that will be familiar to *URANTIA Book* readers.

Bernie is convinced that all illness can be healed by love. At first glance that attitude might seem in contradiction to information in *The URANTIA Book*. However closer reading provides some support for that viewpoint. In describing the "healing" of the woman whose bowed form reflected her fear and depression (1835:5-1836:4; See also 1645:2), *The URANTIA Book* indicates that apparent physical illnesses may, indeed, be the result of nervous disorders and emotional disturbances. Such illnesses might well be alleviated by use of Bernie's techniques. Even the diseases whose origins are the parasitic bacteria (736:5/65.5.2) may be somewhat subject to our control using visualization to enhance our immune systems.

Love, Medicine and Miracles was a personal revelation to me. It is filled with techniques with which I am successfully enriching my life. And (perhaps best of all) it is suffused with a wonderful message of hope. The beautiful caring and love of the author shine through the words. Bernie's success in helping his readers as well as his patients may be due to "such transformations of mind and spirit as may occur in the experience of expectant and faith-dominated persons who are under the immediate and inspirational influence of a strong, positive, and beneficent personality whose ministry banishes fear and destroys anxiety." (1658:5/148.2.2)«

NOTES from page 10.

differ from each other only in "reproductive nature and in certain chemical endowments." From these we might speculate that the maternal instinct functions in woman because her hormones (chemicals) condition her brain to connect with that aspect of the adjutant mind-spirits carrying maternal affection. Sure enough, some scientists are now beginning to conclude that male and female hormones circulating at particular points in the development of the unborn child effect the brain in ways which later determine masculine or feminine behavior. (For more information see *Sex and the Brain* by Jo Durden-Smith and Diane deSimone © 1983 Published by Warner Books.)«

INTIMATE from page 6.

delay goals for the good of the couple or family is the hallmark of a mature person with a well-integrated personality.

If you've wondered why men and women have such a problem getting along, listen to what the authors of the book have to say about us: "Male and female are, practically regarded, two distinct varieties of the same species living in close and intimate association." (938:7/84.6.3) So, whom can we thank for having to live with a different variety of the same species? How about the Father-Father and the Mother-Son? It seems that they were the first parents and set the pattern for eternity. But the book stresses that despite the problems of getting along together and understanding each other, we are complementary beings. In fact, it is the troublesome differences that make us complementary. We are like a two-piece puzzle. Apart, we can never reach our full potential, but together, a new reality emerges which transcends the sum of its parts.

If you doubt the power inherent in such a relationship, consider that it has echoes at the highest levels of reality. We are not alone in this complementary relationship; it can be found at many levels within the local universe, from the guardian seraphim to that of the Morontia Companions. It seems that the complementary scheme must have certain unique advantages to appear so frequently.

It is apparent that many of the problems we encounter in marriage and family life are not due solely to defects in human nature but also to the uncertainties and turmoil of an age of rapid change and transition. The institutions of marriage and family life do not seem to be in their death throes, but they are far from healthy. Perhaps the balm of patience, the antidote of compromise and a healthy dose of laughter will help the patients survive the present crisis and restore them to health and vigor. «

Letters to the Editors

December 1986

Dear Good People,

It was so gratifying to read "The Will of God" issue, I must thank you. The topic must certainly be of the greatest interest and concern to those of us who have been assured of the fact, truth, and reality of God the Father and Jesus Christ his Son, as so beautifully revealed in *The URANTIA Book* and in our growing spiritual experiences. And the fact that "The Will of God" catalyzed such superbly thoughtful and emotionally satisfying articles, I think, is in some part reflective of the fruits available from the teamwork of men and women such as Kaye and Bill Cooper and other divine duos on the Circles staff, as well as other contributors in the movement who are

fortunate enough to have marriages or working relationships rooted in a strong, mutual, spiritual foundation. Indeed, *The URANTIA Book* has made it clear that men and women are spiritual equals, but that there are antagonistic and complementary differences, the resolutions of which, through cooperation, result in fruits beyond those obtainable from efforts either exclusively male or female.

Seems as if there's a song that asks the question, "Will the circle be unbroken?" that you answer in the affirmative, and I must believe there are many of us who thank you for that.

Sincerely,
Richard Strickland

INTERPRETING from page 15.

The sense of having God's leading active in your life is so confirming, so reassuring, so stabilizing that you might become a bit overconfident—even a bit zealous. A modest pinch of caution will do wonders in keeping your perspective.

God's guidance is always filtered through your mind. Your mind probably has, like everyone else's, personal yearnings, expectations, characteristic viewpoints, emotional reactions, stubborn but inaccurate assumptions, and so forth. All of these influences color the way you interpret God's leading.

The *URANTIA Book* cautions are there to insure that you thread your personal and individual way through your own mindal influences to the very best and most accurate understanding of your leading of which you are capable. Once you have done that, the cautions also serve to keep you flexible in your interpretation of the leadings so that your course may be repeatedly modified by God's influence. In that way you will follow with increasing accuracy his chosen path for you.

These cautions also serve as protection for your faith. To have

your new-found source of guidance fail can be daunting. It might even discourage you from continuing to seek "divine guidance over the pathway of earthly life." (1640:3/146.2.14) Remembering that *The URANTIA Book* says it is very difficult to perceive the leading accurately can alleviate your discouragement. Some failures of understanding and interpretation are to be expected. They are *not* proof of the impossibility of perceiving God's will.

The statements in the book regarding the difficulty of perceiving the Thought Adjuster's voice are not there to discourage you from seeking that guidance. They are there to insure that when you begin to feel that influence, to "hear" that voice or "see" the picturizations, you will move cautiously into this new and exciting relationship, exercising your highest human reason and wisdom. Such a balanced approach to God's guidance will enable you to mature gracefully into "the greatest discovery possible for the human soul to make—the supernal experience of finding God for yourself, in yourself, and of yourself, and of doing all this as a fact in your own personal experience." (1731:1/155.6.3) «

COOPERATION from page 3.

than the women (taking almost twice the amount of time as women) and they interrupt the conversation more often. This can be quite a source of conflict between the sexes. One explanation for the uneven distribution of "air time" may be that males are observably more aggressive (verbally as well as physically) than females in general. Research suggests that this is true regardless of age or culture. Perhaps such a difference is due to hormone differences. Whatever the reason, this difference in aggressiveness may be the cause of some basic differences in conversation patterns which we have observed between the sexes.

For example, two women who are cooperating frequently seem to follow the same unspoken rules about allowing the other person to talk. There is a rhythm to the exchange, each woman seems to feel when her "turn" is up and relinquishes control of the conversation

to the other. Men, on the other hand, seem to be more competitive for speaking time, interrupting more often and talking over the other person frequently. When two men are conversing, each one is usually familiar with the male pattern and tends to operate within it comfortably. When men and women are together in conversation, some adjustment for the dissimilarity in conversation pattern is necessary. Women find that they must become more verbally assertive in order to get into the conversation. If men do not curb their customary habits, they find themselves criticized because they dominate the conversation.

But this is only part of the explanation for the tendency of men to dominate mixed-group conversation. Women seem in our experience to be more adept at inferring meaning from a conversation, being able to follow a train of thought even when there appear to be gaps in the logic. They also seem to be more likely to imply what they are saying at times

rather than stating things explicitly. Men, on the other hand, seem to have more trouble making the same inferences and following a disjointed train of thought. When a man is having trouble understanding what he perceives as the "vague" comments of a woman, he is likely to interrupt the conversation either to attempt to clarify for himself what is being said or to steer the conversation away from the topic causing his discomfort or into a more comfortably male mode. Conflict results: The man is disgruntled by the woman's vagueness, the woman is angry at his interruptions which she perceives as rude.

In order to work together women and men do not have to understand each other fully, but they do have to recognize that there are differences such as these and make allowances for them. Recognizing the differences between men and women is not so easy that we can simply make a list of the differences and apply them to every situation. Occasionally the differences that are generally true are not accurate in a particular case. While the conversation pattern described above in which men tend to dominate is a generalization made by scientific observers, we have personally observed couples where the pattern was reversed: the woman tended to be the more assertive of the two verbally. The key to cooperating is to be alert for differences and then to adjust to them in a loving and forgiving manner.

Unfortunately, adjusting differences in a loving and forgiving manner is far from our natural approach. Cooperation between men and women "... is often more or less personally antagonistic. ..." (939:2/84.6.7) When women and men start working together, sparks usually fly, or at the very least, each person finds himself uncomfortable or confused and hurt at some point in the process. If teams of men and women understand that some antagonism is almost certain to occur, part of the pressure is removed from the cooperation. It is easier to accept those

*Let Us Join In Prayer**

"When a group engages in community prayer for moral enhancement and spiritual uplift, such devotions are reactive upon the individuals composing the group; they are all made better because of participation. . . . Confession, repentance, and prayer have led individuals, cities, nations, and whole races to mighty efforts of reform and courageous deeds of valorous achievement." (999:5/91.5.2)

We invite you to join us for the next few months to pray daily or weekly, as you prefer, on the following topic. (We would be happy to have your suggestions for future topics.)

Prayer Topic

Let us pray for more loving and creative cooperation between men and women in all walks of life.

The Circles Calendar

The Circles is published three times a year. (We also solicit donations in November and March.) Our yearly calendar:

	<u>Articles Due</u>	<u>Mail</u>
Spring-Summer	Dec. 15	May 1
Fall	April 15	Aug. 15
Winter	Aug. 1	Dec. 1

emotions that arise and to refuse to be ruled by them. We have personally found this to be true. Even though our relationship is about as smooth and harmonious as we have observed anywhere, nevertheless, when we start working together on a project, somewhere along the way we usually experience impatience, hurt feelings, irritation, etc. We do not let that stop us and we do not take it seriously. We simply overcome our human reactions with our love for each other and keep working. Women and men must depend upon love, whether spousal or brotherly, to carry them through these antagonisms to an understanding of each other's viewpoint. Then each has the benefit of the other's unique ideas, talents, and approaches. And the cooperative project blossoms into a new creation, better by far than a simple addition of each partner's contribution. Concepts and insights arise and get expressed which neither alone would have had.

This better product and these new ideas occur because men and women are complementary. Each has attitudes, reactions, viewpoints, talents and ways of thinking different from the other—and these differences are very beneficial. The results of cooperation are worth the extra work and attention. Recently we planned a workshop together. One of us did extensive research pulling together relevant quotes and organizing them. We discussed the topic and the quotes together at length in light of our personal experience. At last the other one came up with the approach we should take for the workshop: set aside all the quotes, depend only on the insights which had resulted from our research and discussion, and begin with the personal experience of the workshop participants. It worked beautifully. But it would not have happened without both of our contributions.

There would definitely have been great benefit from working on the workshop with another person of the same sex. The effect of two

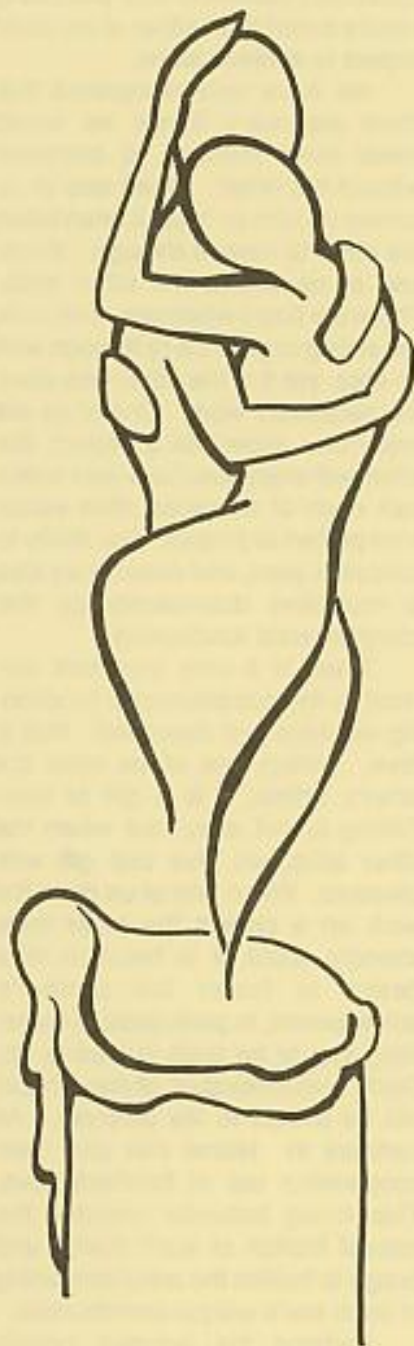
people working in "coordinated working harmony" is greater than the sum of their efforts. (1477:1/133.5.6) However, the benefits were even greater because we were a female-male team working cooperatively.

We do not know very much about the basic differences between men and women or what the specific differences between one particular woman and man might be, but we do know from comments in *The URANTIA Book* that there are significant qualitative differences in the viewpoint, nature, reaction and thinking of women and men. (938:9/84.6.5) It is those differences that cause problems between the two, but it is also *those very differences* that, when successfully combined, enable a new and higher level of functioning.

The URANTIA Book comments that men tend to be more oriented to the long-term view than women. (840:6/75.2.4) This is not an expression of a fault in woman. It is an expression of the complementary nature of men and women. Each has qualities which are superior to the other in particular circumstances. If women have the disadvantage of tending to disregard the long-term goals in concern for the present, then their advantage is an ability to live vividly in the present. Consequently they are more easily aware of the needs of people around them. If men are more aware of long-term goals, then the disadvantage of that viewpoint may be a tendency to remove oneself from involvement in the present moment by centering on the future. Thought of in this way, it begins to be obvious that gender-connected characteristics convey both strengths and weaknesses.

When men and women cooperate lovingly, flexibly and creatively, they each receive the unique perspective of the other and compensate for their respective weaknesses. In this case, the project on which the woman-man team is cooperating has the benefit of both his farsightedness and her sensitivity to the present.

See COOPERATION on page 22.



By Claudia Gerster

We have from time to time received compliments on our articles, workshops, speeches, etc. At first we felt a little uncomfortable with this praise because each of us unconsciously recognized that we could not individually produce something of that quality. It was only later that we began to understand that our consistent teamwork was producing results better than either of us could expect to achieve alone.

We have also recognized that there are many things we would never even manage to complete without the other. When one of us comes up with an idea, it often takes the other to carry it through. When one of us writes, the other edits. There are times when one of us feels the strong urge to carry through with an idea, yet it is the other who does the necessary work. One of us will enjoy one aspect of a project, the other will enjoy another—just which part each of us takes often varies from project to project. Our ability to conceive, plan, and execute an idea is multiplied dramatically by this complementary functioning.

There is a very important element in the complementary functioning we have just described: that is love. When one of us edits the other's article, it is a gift of love. Editing is not easy; but when the other asks, we give that gift with pleasure. When one of us does the work on a project the other feels strongly about, it is because of a desire to foster the partner's achievement, to participate in something she or he feels guided to do. Such love-motivated giving should not be limited to life partners. All partners in teams can give their cooperation out of brotherly love. This loving behavior smooths the natural friction of such teams and brings to fruition the artful combining of each sex's unique contributions.

Perhaps the greatest benefit from the amalgamation of the diverse male-female characteristics comes from seeking unity where special differences arise between

them. If men are more logical and women more intuitive (938:8/84.6.4), then they can combine these diverse mental strengths into a really effective approach to life's problems. If men are slightly more profound (934:4/84.3.5) and women are the moral and spiritual standard bearers (938:8/84.6.4), then together they can have the benefit of his depth of thought and her spiritual insight, his thoroughness and her values orientation. Each has a relative advantage in the perception of truth that the other can value and benefit in sharing.

This complementary nature of the two sexes is the source of an extraordinary potential. What an advance it would be for the people of our world to become experts in cooperating with partners of the opposite sex, to move beyond the subtle battle, even beyond compromise to the truly cooperative creation of new and higher truths! We would like to see much more of this marvelous teamwork. We would like to begin to see the consequences of such vastly superior cooperation abroad in our world. «

CHARACTERISTICS from page 5.

TEAMWORK

Tends to think in terms of a non-competitive type of teamwork, where teammates help each other without concern for who gets the credit.

EMOTIONALLY AWARE

Being attuned to one's feelings and to environmental conditions that trigger various feelings. Using one's own feeling reactions as an emotional barometer within group settings. Expressing feelings as a method of enhancing communications and asking for feeling reactions from others. Reacting spontaneously to situations. Considering feelings when making decisions.

PERSONAL POWER

Tends to use power which comes from task competence, education, and personal talents and characteristics. This approach re-

sults in assessing accomplishments based on internal standards. Personal power uses "empowerment"—giving people a goal and guidelines but leaving them freedom to choose or create their route to accomplishment.

SENSING SKILLS

Listening skills: paying close attention to what is being said and how it is being said. Letting people finish their thoughts without interrupting. Non-verbal skills: reading body language, taking in peripheral information from the environment.

INTUITIVE THINKING

Use of lateral thinking (jumping to an idea which is not supported by the logical sequence which leads to that point.) A "nonrational approach" to problem-solving. Solutions based largely upon feelings and nonrational data. Flashes of insight. Characterized by mindal function which scans for patterns, associations, relationships, and symbolic metaphors that help make sense of the situation. Uses emotional reactions and hunches based on factors that often cannot be verbalized.

CONCERN FOR PEOPLE

Tends to evaluate situations in terms of the effect they will have on people. Considers these effects in making decisions. Functions habitually in ways which are designed to avoid harming people and to en-

CHANGES OF ADDRESS

We appreciate your sending us notice of any address changes. If we aren't notified, three things happen: (1) we have to pay for each change of address the Post Office sends us; (2) the person who has moved doesn't get that copy of *The Circles*; and (3) people who leave no forwarding address no longer receive *The Circles*. Thank you for your help in this detail.

hance the ability of others to work, perform, grow, etc.

ALLOWS PERSONAL LATITUDE

Tends to have an intuitive sense about allowing other people personal latitude to enable them to grow.

ENCOURAGES PERSONAL AUTONOMY

Tends to value recommendations and opinions from all levels of an organization. Uses freedom to encourage creativity. Tends to allow individuals to select their own projects in keeping with their talents and expertise. Comfortable in a fluid organizational structure where current needs determine "job description."

CAUTIOUS

Conservative of the "capital" of a situation—be that money, family, home, personal relationships, current level of achievement. «

SOURCES OF MATERIALS

The URANTIA Book \$22.00

Asoka Foundation
P.O. Box 82009
Oklahoma City, OK 73148

Concordex \$10.00

Concordex/URANTIA

Book Set \$27.50

Center for URANTIA
Book Synergy
P.O. Box 3915
Santa Barbara, CA 93130

Case of 5 Concordexes \$40.00

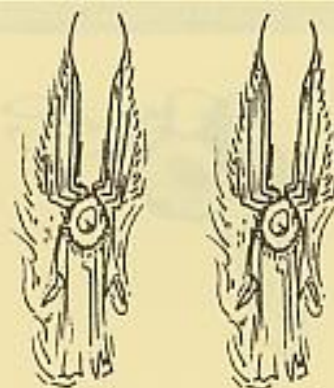
Paramony \$10.95

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The Jesusonian Foundation
620 12th Street
Boulder, CO 80302

about angels

By Gene Joyce
Richardson, Texas



The angels "love human beings, and only good can result from your efforts to understand them and love them." (419:1/38.2.1)

This angel story was printed in the May 1987 issue of *Guide Posts*. I am always reluctant to use stories from other sources, because I feel sure there are genuine examples among our readership which are not being sent to us. Please take this request to heart and write them up for our angel column.

Gene.

A young widow named Cathy Slack cautioned her three-year-old son, Danny, to stay away from the swimming pool when he went outside to ride his tricycle.

Presently, Cathy realized she no longer heard the sound made by Danny's plastic tricycle as he peddled along the sidewalk. She rushed to the kitchen window and beheld her son floating face down in the pool.

When she pulled him from the water, his body was cold and there was no color in his face. She attempted CPR, but Danny did not respond even when the paramedics arrived

and whisked him to the hospital by helicopter. He remained in a coma for some time as Cathy spent an agonizing prayerful vigil at his side. Suddenly, one day, he opened his eyes and was soon well enough to go home and appeared to make a complete recovery. However, he did seem to be changed in some manner by his recent experience.

One day, he suddenly said, "I want to see a picture of my daddy." Cathy realized she had never shown him a picture of his father who had died before Danny was born. The first picture she found was one of her husband and his baseball team. She handed Danny the picture but did not point out which was his father.

Danny examined it carefully for a few moments and then pointed to one of the coaches. "That's my daddy," he said confidently.

"How do you know?"

"Because he talked to me at the hospital before I woke up. He said, 'You must go home now. Mommy needs you.'"

The man Danny had selected was, indeed, the father he had never seen. «



What Shall We Do With Our Lives?

"Let all mankind benefit from the overflow of your loving spiritual ministry, enlightening intellectual communion, and uplifting social service; but none of these humanitarian labors, nor all of them, should be permitted to take the place of proclaiming the gospel." (1931:2/178.1.11)

The world has not yet heard the gospel that each woman and man can experience God's companionship, watchcare and guidance, and that this wonderful and continually growing experience will transform each individual who experiences it and lead her or him to desire a new and more giving relationship with his fellow men and women.

The Theme for the Spring-Summer 1988 Circles will be "What Shall We Do With Our Lives?" The apostles and disciples went out and turned the world upside down. Now that our lives have been changed, what shall we do? Our question is not: What one thing should all of us do with this new revelation. Rather our questions are:

What are the possibilities?

What are ways we as transformed individuals can serve our fellows and our Father?

What is the gospel?

How can we proclaim it?

Send your articles, poems and artwork by December 1, 1987 to:

*The Dallas Fellowship
PO Box 1203
Arlington, TX 76004-1203*

STAFF

Tommie Clendening	John Hyde
Bill Cooper	Jonathon Johnson
Kaye Cooper	Gene Joyce
Jeannie George	Beth McLeod
David Glass	Sarah Nachtweh
	Betsy Slavik

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