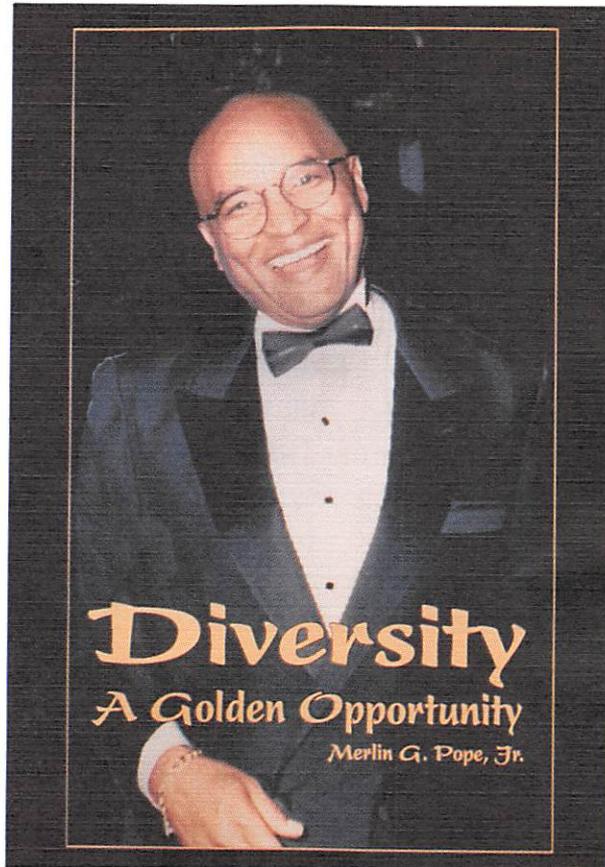


A Service of Memory
Celebrating the Life of
Merlin G. Pope, Jr.
1942 — 1998



— Funeral Service —
Saturday, February 14, 1998 at 11:00 a.m.



Allen Temple African Methodist Episcopal Church
7181 Reading Road
Cincinnati, Ohio 45237

Reverend Donald H. Jordan, Sr.
Pastor/Officiating

DIVERSITY CHAMPION — MERLIN G. POPE, JR.

Advocate for Workplace "Inclusion" Remembered as Foremost Authority in his Field

Diversity pioneer Merlin G. Pope, Jr., recognized nationally as among the most effective warriors in the battle against workplace discrimination, lost his fight against cancer, Tuesday, February 10, 1998 at the age of 55. He was one of America's first Diversity Consultants, founding in 1976, Pope and Associates, a Cincinnati, Ohio firm, now one of the oldest diversity consulting companies in the United States. A non-believer in training that was confrontational or that dealt in guilt and blame, the innovative Merlin was among the first to recognize and counsel that most business managers "were well meaning and basically good people, who simply lacked experience interacting." Mr. Pope coined the term "diversity" to refer to the changing demographics of the American work force, and developed revolutionary "inclusion" programs and training that impacted across the nation. He and his firm trained tens of thousands of executives, managers and employees in over 250 Fortune 500 companies such as Procter & Gamble, General Motors, Ford Motor Company, Merck, Eli Lilly, Bristol Myers-Squibb, Chevron, Union Pacific Railroad, Cargill and many others.

In a nationally broadcast television interview in December, 1997, Mr. Pope explained to "Executive Forum" host Edwin Newman, the genesis for Pope and Associates' inclusion philosophy and training. "Back in 1977, I started to criss-cross the country talking about diversity. My focus was not simply on differences, but more importantly on inclusion. Affirmative Action for the most part, excluded white males and I felt we were always building barriers rather than building bridges," Mr. Pope said. He further explained his positive inclusion philosophy in a recently published interview with *Cultural Diversity at Work*, "We all bring our baggage (to work.) I have responsibility for dealing with mine; you have responsibility for dealing with yours." The hallmark of his work, he told the publication, "has been to bring a balanced perspective to these issues of diversity."

Merlin Pope, Jr. is remembered as "one of the real giants of the diversity movement," by Lynwood Battle, Manager of Diversity for the Procter & Gamble Company. "Merlin Pope was doing breakthrough work at a time when it wasn't fashionable to be talking about diversity and equal opportunity. He provided the early tools for interaction between people in multicultural situations. Merlin and his wife, Pat, have built a highly successful business, by providing practical advice to corporations and other organizations for over 20 years.

Echoing those comments, Ted Fowler, President and CEO of Golden Corral, a national family steak house chain, said, "Merlin Pope's choice to turn life's stumbling blocks into stepping stones, has defined a new path for Golden Corral Restaurants. He has made a difference for our company and for the communities where we live," he said.

Merlin's wife of 18 years and President of Pope and Associates, Patricia, said of her late husband, "Merlin's lifetime was spent educating, motivating and changing the way business views diversity issues, creating healthier work environments for everyone, regardless of race, gender or ethnicity. His approach to this work and to his own life, was always based on the concept of inclusion. During this last year of his illness, hundreds of people whose lives he has touched, have taken the time to let him know that he made a real difference in their life and in their organization. It meant so much to him to know that his work and his life, had made a difference."

Born and raised in the small midwestern steel town of Middletown, Ohio, Merlin graduated from Middletown High School and attended college at Kent State University. In 1966, he was drafted into the U.S. Army, where he served one year in Vietnam. Upon returning from Vietnam, he completed his undergraduate degree at Akron (Ohio) University. Merlin was accepted into the doctoral program at Yale University in the Sociology Department, where he completed two Master's degrees and Ph.D.A.B.D. in Comparative Sociology and Social Psychology.

In 1976, Merlin Pope, Jr. formed his first company, Behavioral Science Applications, Inc. with good friend and fellow consultant, Dr. Duke Ellis, who died suddenly in 1982. In 1983, Merlin began a company in his own name, Pope and Associates, Inc.

Merlin Pope, Jr. will continue to make an impact throughout the country, through the meaningful work he has left behind and which will be continued by Pope and Associates, a leading diversity consulting firm in the U.S. But he also hands down a legacy of human courage, compassion and friendship, according to those who knew him best. Al Gordon, Operations Director of Frito Lay Corporation, whom Merlin mentored while a consultant to Procter & Gamble, when Gordon worked in P & G's Engineering Department, remembers, "Merlin was an individual who would stop and take his personal time and do whatever was necessary to help you in any way that he could. He is one of the best individuals I have ever met in my life."

Bob Billingslea, a former Kent State roommate, now an executive with the Disney Corporation, recalls that Pope was genuinely unselfish. "If Merlin had a dollar, you had a dollar," said Billingslea. Carol Cartwright, President of Kent State University observed, "If a man's success in life can be measured by the lives he has touched, then Merlin Pope can be assured that he truly made a difference." Son-in-law, Kendall Wright reminds us of Pope's trailblazing legacy, commenting, "Before there was a multi-million dollar diversity industry, there was Merlin Pope."

Merlin Pope was a member of Allen Temple A.M.E. Church, where he served as a member of the Trustee Board, the Building Committee and the Special Projects Committee. The new Allen Temple Fellowship Hall, which will be under construction soon, will be named the Merlin G. Pope, Jr. Fellowship Hall. He was also a member of Kappa Alpha Psi Fraternity, Tiedstone Lodge #83, F&AM, University of Cincinnati Advisory Board, was an Adjunct Professor at the Graduate School of Community Planning at U.C. and an Associate Clinical Professor at Wright State University School of Professional Psychology.

He is survived by: his wife, Patricia Cahill Pope; three children, Marva Wright (Kendall), Merlin "Tres" Pope, III and Adam Pope; his mother, Alene Pope of Middletown; his grandmother, Mamie Pope of Middletown; three grandsons, Rashaud, Brandon and Kazz; uncles, aunts, cousins and many other relatives and friends. His father, Merlin G. Pope, Sr., preceded him in death, February 7, 1975.

Memorial contributions may be made to the: **MERLIN G. POPE, JR. FOUNDERS MEDALLION SCHOLARSHIP FUND**, c/o Pope and Associates, Inc., 1313 Kemper Road, Suite 350, Cincinnati, Ohio 45246.

The Magic of Merlin

We had a friend named Merlin
Whose accomplishments were legend.
We'll provide a brief review
For those friends old and new.

In terms of education, he was certainly no fool.
Kent State, Akron, Yale and the London School!
In the midst of this education, he even went to war.
Blessed to return safely, he looked for ways to contribute more.

The next challenge that he chose was a different kind of war
Dealing with the prejudice, racism and hatred that existed
from shore to shore.

Relationships throughout America were, at best, tenuous.
He named it "Diversity" and spent his life teaching us.

His energy seemed endless, and his vision was bright
But today he lost his biggest fight.
Stricken with cancer a year ago today
He was an "unsung hero" — what more can we say?

Merlin always had his own kind of magic
Not recognizing this would truly be tragic.
We'll miss his bright smile and his boisterous laughter
But we'll carry him in our hearts forever after.

We say our final goodbyes and lay him to rest.
He'd want to know that we'll all do our best
To keep his magic alive in our own special way
And live by the principles he taught us each day.

To always be honest with ourselves and each other
That's how he lived his life as son, spouse and father.
We love Merlin, and we'll miss him so much.
He'll always be with us, even though we can't touch.

We'll carry him in our thoughts and hearts forever.
We'll continue his legacy with vigilance and will never
Forget what he stood for and his life of integrity.
We'll remember his warmth and his generosity.

It was truly a privilege and honor to be a part of his life
To know him as friend, partner, soul mate, lover and wife.

Patricia Pope
February 10, 1998



The Order of Service

- The Processional.....The Clergy and Family
- The Hymn of Majesty and Power.....The Choir and Congregation
"God of Grace and God of Glory" (Page 61, AME Hymnal)
- The Invocation.....Reverend Dr. Calvin Harper
Pastor, Morning Star Baptist Church, Cincinnati, OH
- The Sacred Scripture.....The Old Testament / Psalm 23 — Reverend John Wright
Assistant Pastor, Allen Temple A.M.E. Church, Cincinnati, OH
The New Testament / I Corinthians 13 — Reverend James F. Hux, III
Pastor, Bethel A.M.E. Church, Middletown, OH
- The Anthem of Praise.....The Sanctuary Choir of Allen Temple A.M.E. Church
"Lift Up Your Head, O Ye Gates"
- An Introspective View.....Kendall Wright
Son-in-law of Merlin Pope, Jr. and
Vice-President of Pope and Associates, Inc.
- The Solo.....Ms. Marlena Smalls
- Quiet Reflections....."I Did It My Way"The Musicians
We pause to reflect upon the life of Merlin Gerald Pope, Jr., to read the life story, the tributes, the poems from his loved ones and to give thanks to an eternal God, for allowing him to pass this way and impact all of our lives and help make a world of diversity, an incredible place of hope, faith and love.
- Do not follow where the path may lead, go instead where there is no path and leave a trail.*
- A Tribute in Song....."The Impossible Dream"The Sons of Allen Male Ensemble
of Allen Temple A.M.E. Church
- The Eulogy.....Reverend Donald H. Jordan, Sr.
Pastor, Allen Temple A.M.E. Church
- The Benediction.....Pastor Jordan

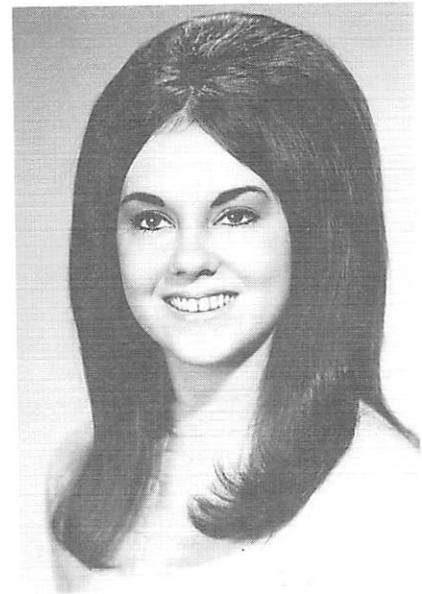
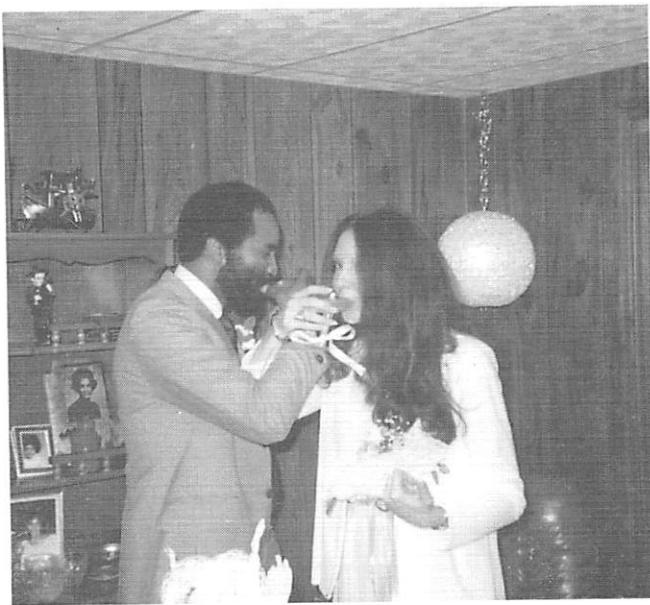
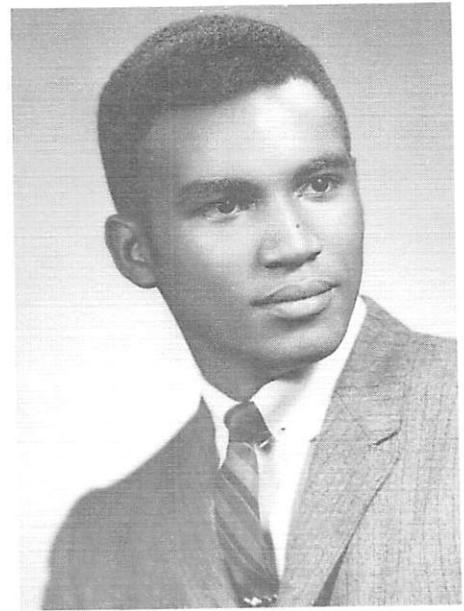
"CLOSE THE BOOK — REMEMBER THE STORY"

Psalm 27:1 — "The Lord is my light and my salvation; whom shall I fear; the Lord is the strength of my life; of whom shall I be afraid."



— Interment —
Oak Hill Cemetery

The family will return to the church after the interment for lunch; and the Allen Temple family invites all of the family and friends to return and fellowship.



A Wonderful Mother

Thank you Lord for sending me and my brother
Such a wonderful and loving mother.

She is sensitive and wise
My mother is everything in my eyes.

It's been hard to see her go through such a tough past year.
She has cried and shed many a tear.

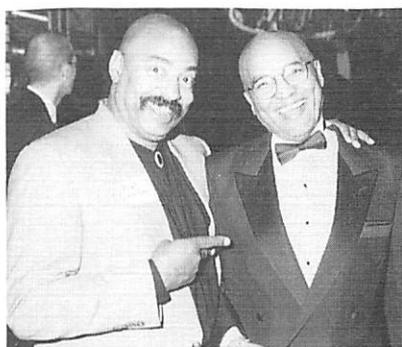
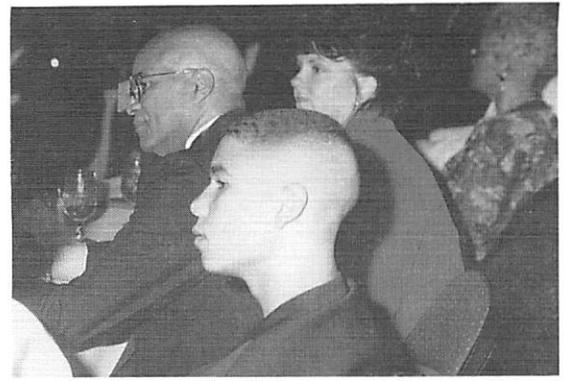
For my dad has been sick with lung cancer.
She has held onto her faith and prayed to God for an answer.

Although he was never cured and sent into remission,
She is so thankful for every day that she was able to spend with him.

Despite the fact my mother is losing her best friend and lover
I have no doubt that she will be there for me and my brother.

This is why it is never a bother
To thank the Lord for such a wonderful mother.

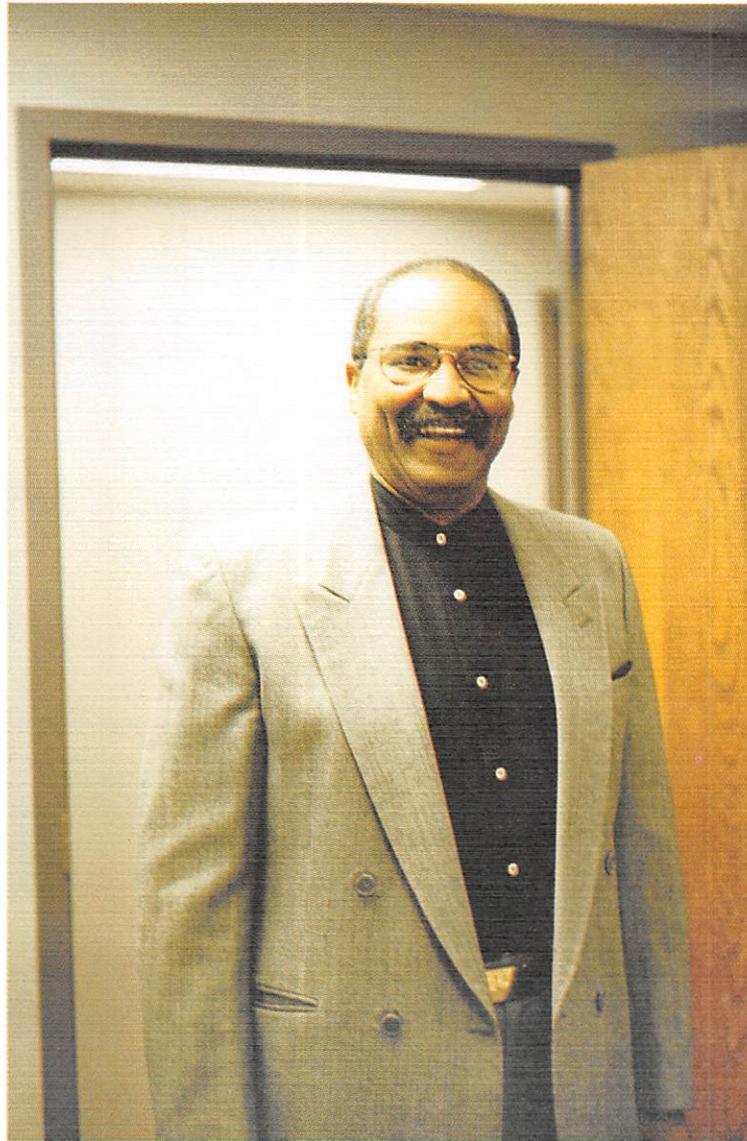
Tres Pope 2/6/98



To Dad,

Thank you for providing me with a wonderful childhood and an excellent role model. I have now come to truly appreciate just how outstanding a human being you were.

Love, Marva



What I See At Night

I see a man who is fighting to hold on
Fighting to hold onto his strength and faith
Fighting to hold onto his comfort and life
Fighting to hold onto family and friends
I see a man who is fighting to the end.

I see a man who is suffering on the inside
Suffering with the pain in his chest
Suffering with the fear of death
Suffering with the lack of rest
I see a man who is suffering to do his best.

I see a man who is grieving
Grieving the thought of leaving his wife
Grieving the idea of missing graduation night
Grieving the possibility of losing the fight
I see a man who is grieving tonight.

Tres Pope 1/28/98

It's Time To Let Go

I am facing a tough situation
For I am letting go of a family relation.

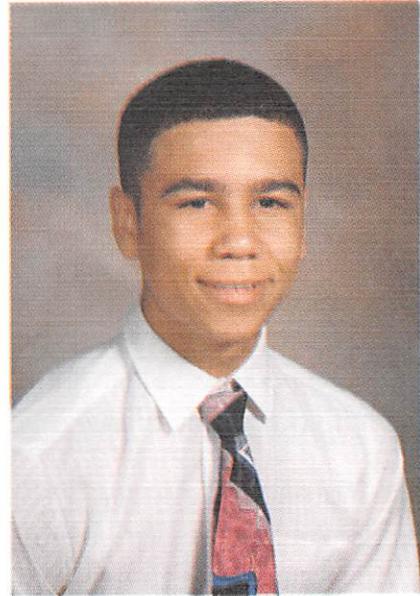
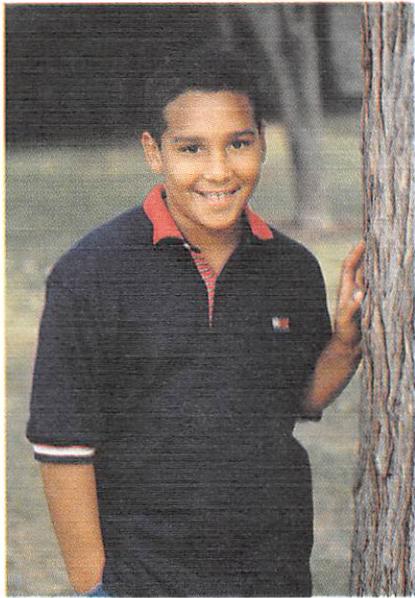
My dad has fought a valiant fight
But now it is time to allow him the right;

To say his good-bye and pass away
I will be with him, another day.

Although I will mourn and cry
My love for him will never die.

I am not going to let his death
get the best of me
For I am going to live out his life and legacy.

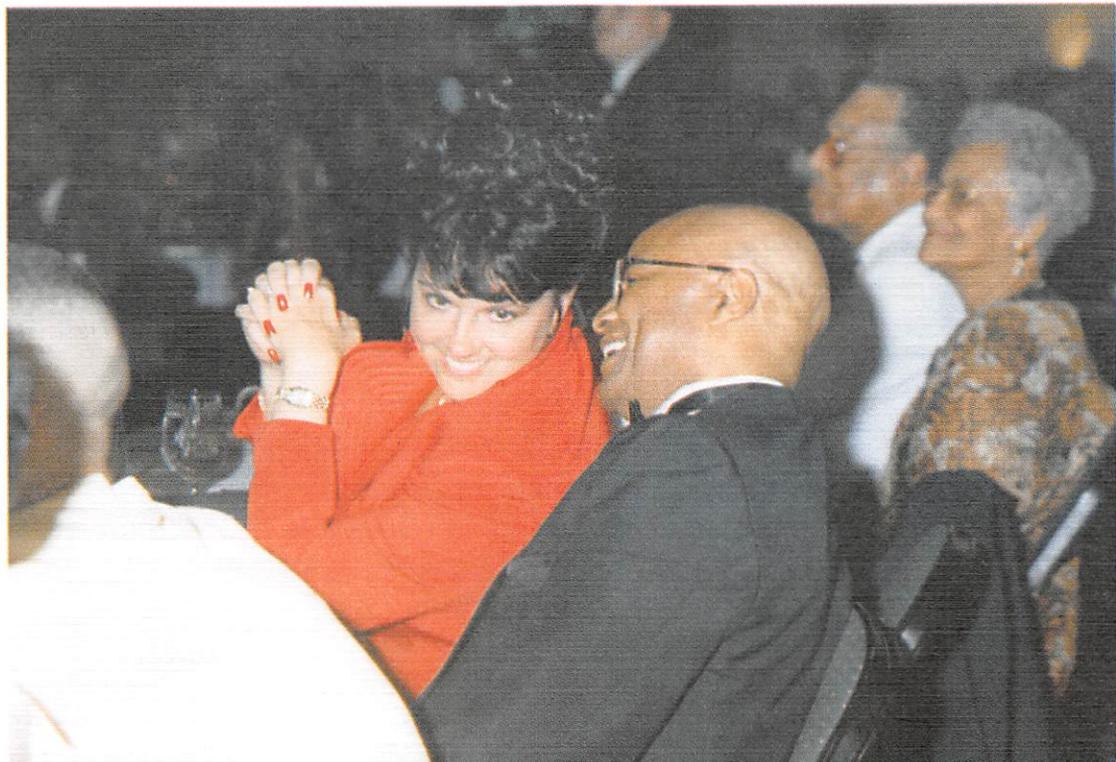
Tres Pope 1/29/98



The Most Essential Thing

*The most essential thing in life, is having someone you can turn to.
Someone who's inside your deepest thoughts, as if they are their own.
Someone you can hold, in sunshine, rain or bitter cold.
For human love, the tender kind would bring the world such peace of mind.*

Roger E. Flax, Ph.D.



To Know Him Was To Love Him

Although I knew of Merlin at Procter & Gamble, I didn't officially meet him until 1975. I was in a seminar he was conducting there, but I had to leave in the middle of the seminar, because my father was dying. In 1977, we went out for the first time and have been together ever since that first night. Merlin was truly the most intelligent person that I had ever met, as well as the most charismatic, honest and sensual.

Merlin and I always laughed about how he essentially raised me. He was certainly my mentor from a professional standpoint, but beyond that, he was really the person in my life who showed me how to live my life according to a set of principles. Through him I learned that life's decisions could be much less difficult if you simply allowed your principles to guide your decisions.

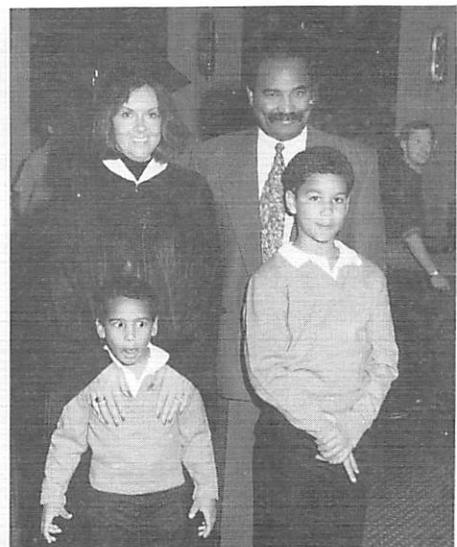
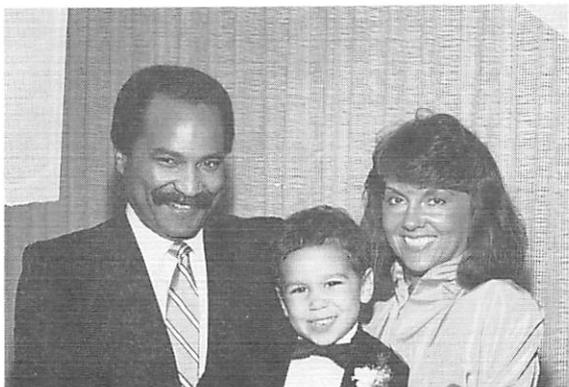
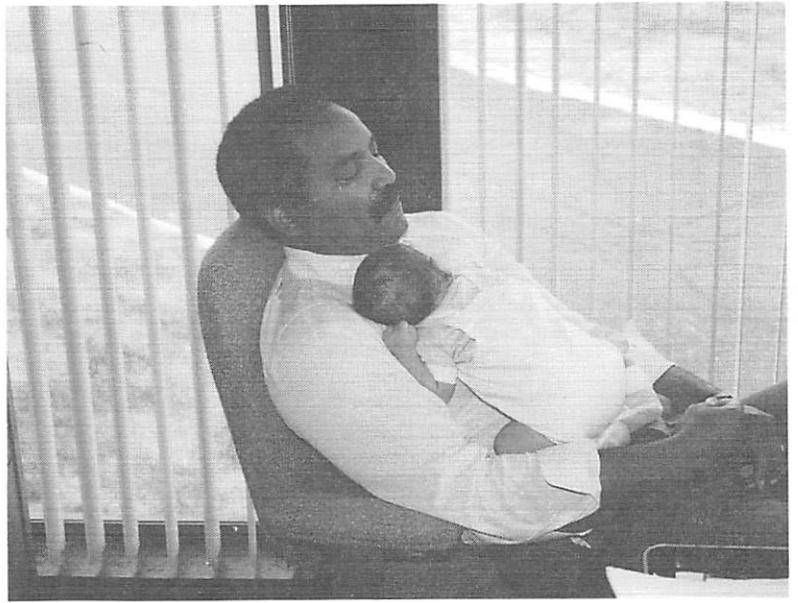
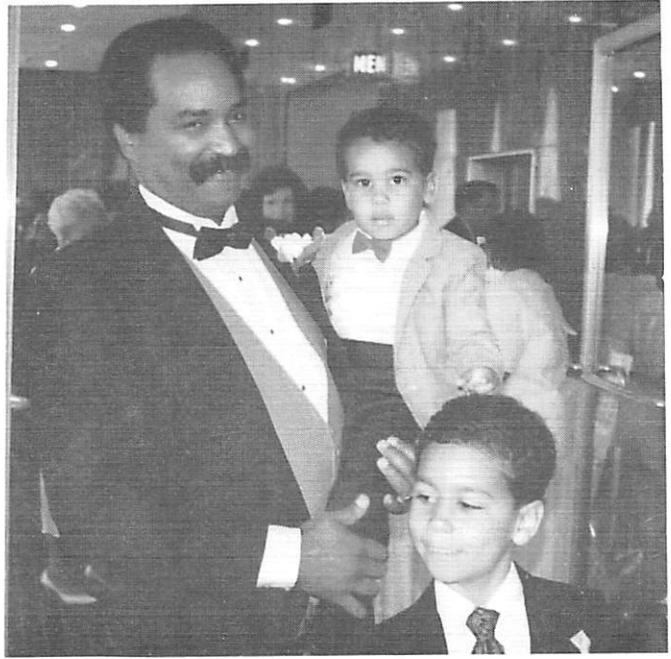
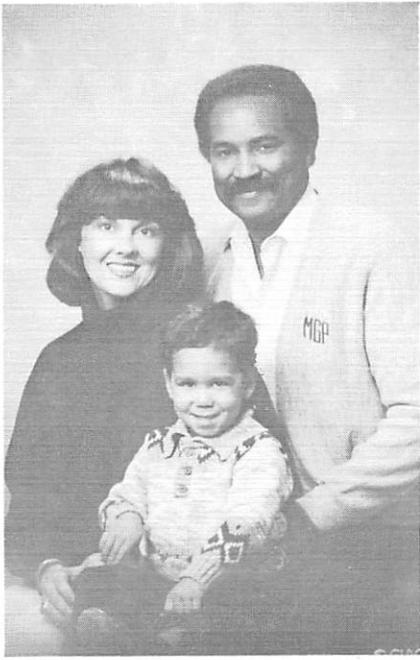
When we got married in January, 1980, we went into the marriage with one agreement between us: Divorce was not an option. For us that meant that no matter what happened, we were committed to working it out and staying together. In hindsight, I'm not sure that we even needed that agreement, because we never ever got remotely close to even thinking along those lines.

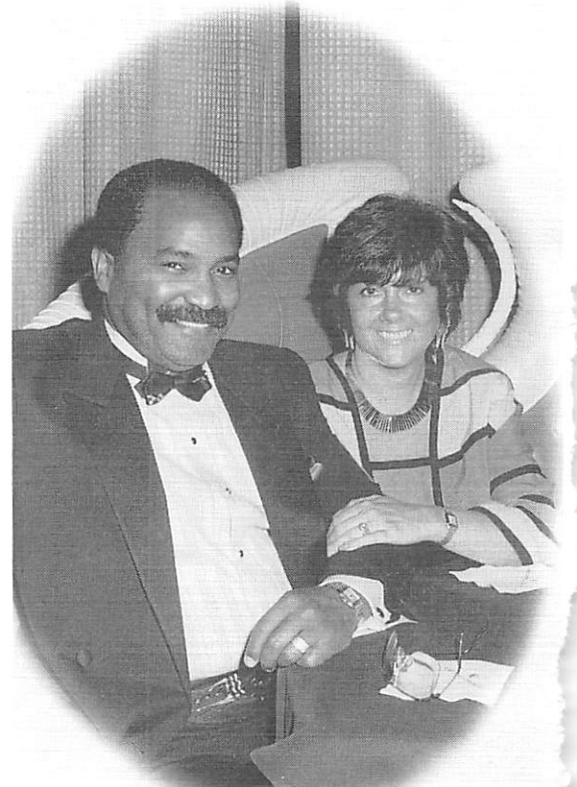
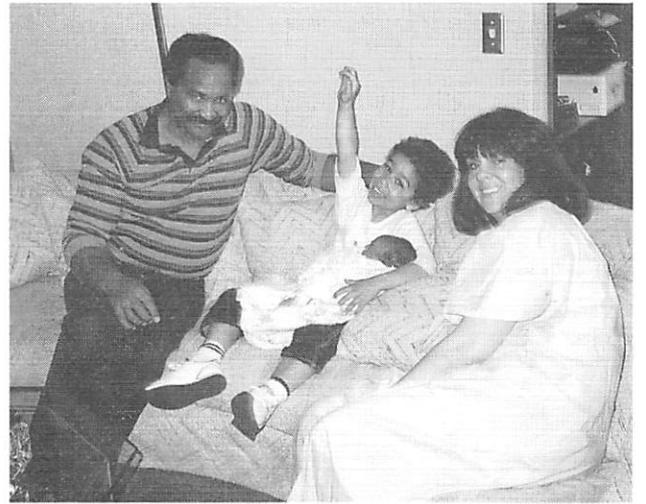
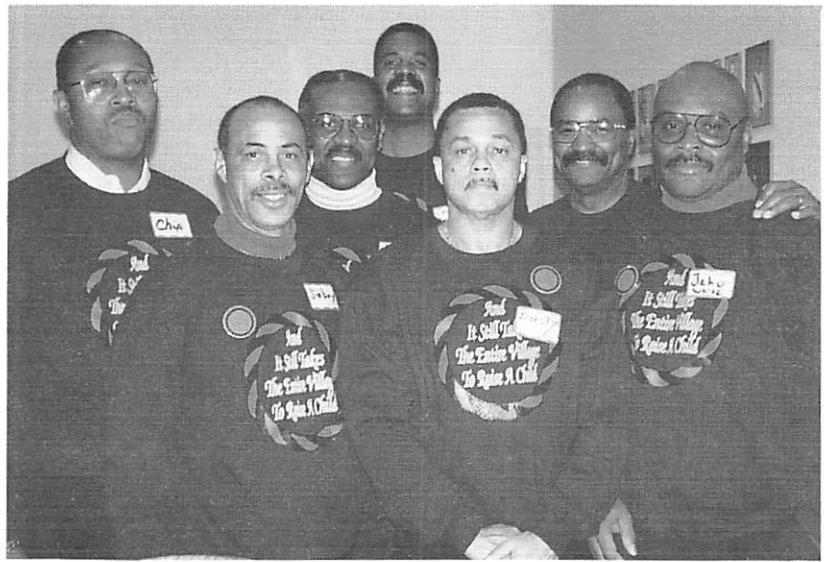
It is so common today to say that your spouse is your best friend in the whole world and your soul mate, but that really is the best way to describe our relationship. There have been a few times over the last 20 years, when I felt like I had screwed something up, big time...Merlin was the first person I would want to tell what I had done. He was able to make me feel better, without patronizing me and he never ever used that information in an unfair way later on...which builds great trust in a relationship. Merlin was always incredibly honest. You never had to wonder what he was thinking or if he was being straight with you. At times, he could be bone jarring honest!

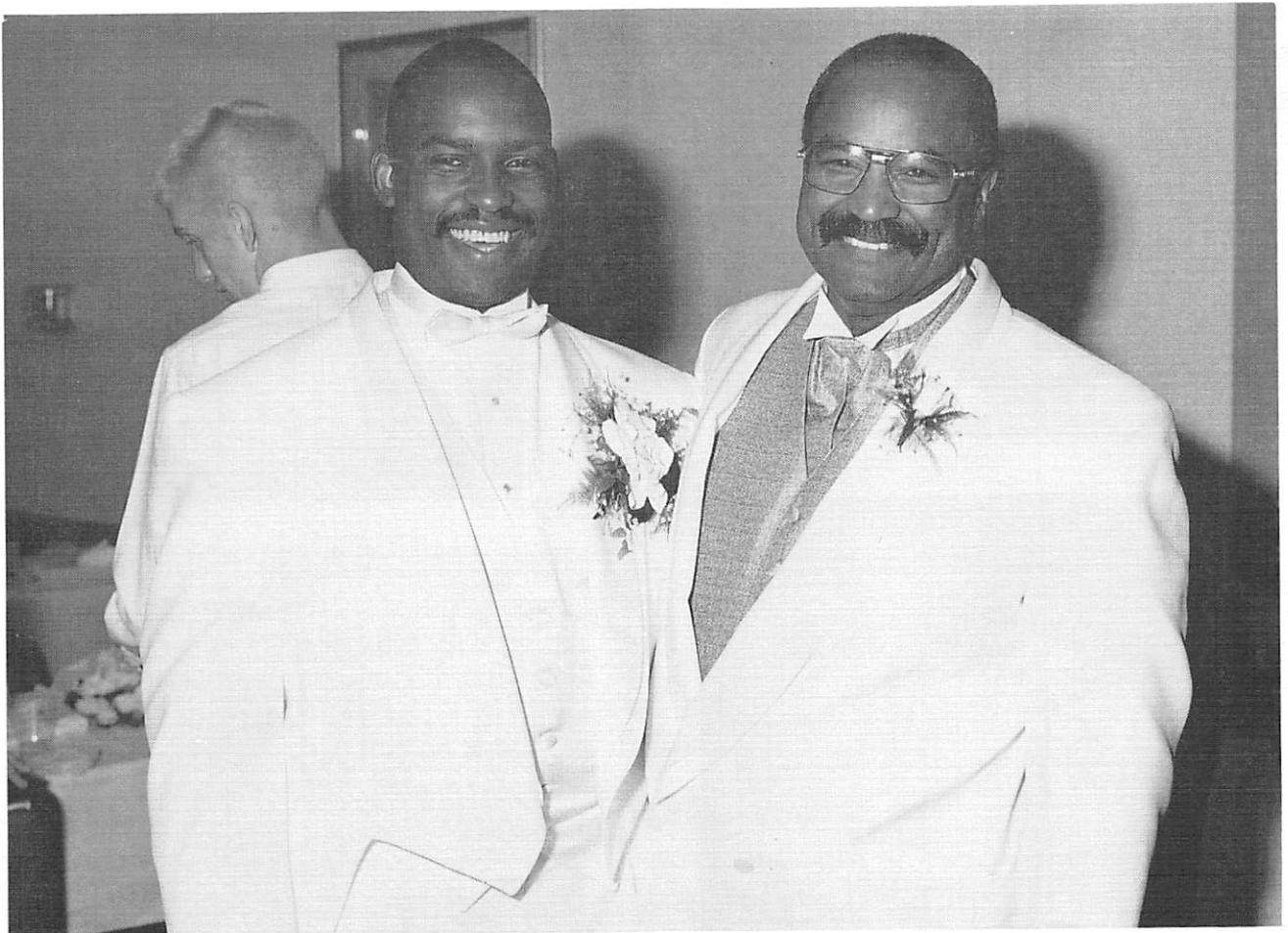
Given Merlin's hard science background, he was initially very uncomfortable with my intuition and insight. Over the years though, he grew to respect that in me and even to rely on that. He stopped questioning a long time ago, why he could be thinking something and within 30 seconds, I would say it. In the 21 years that we were together, there was only one day that we did not talk to each other. He was in South Africa doing some racial awareness training for a client and then left to go on a Safari. I was a wreck for over 24 hours, until he called me to let me know he was okay. This was back in the years of apartheid, so I was nervous to begin with just having him there, to do the kind of work that we did!

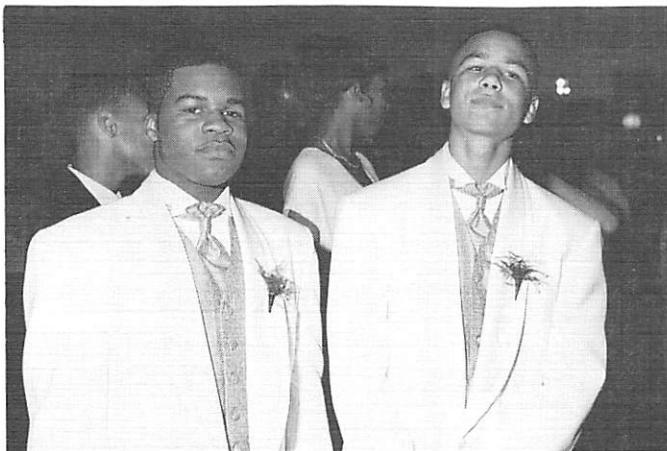
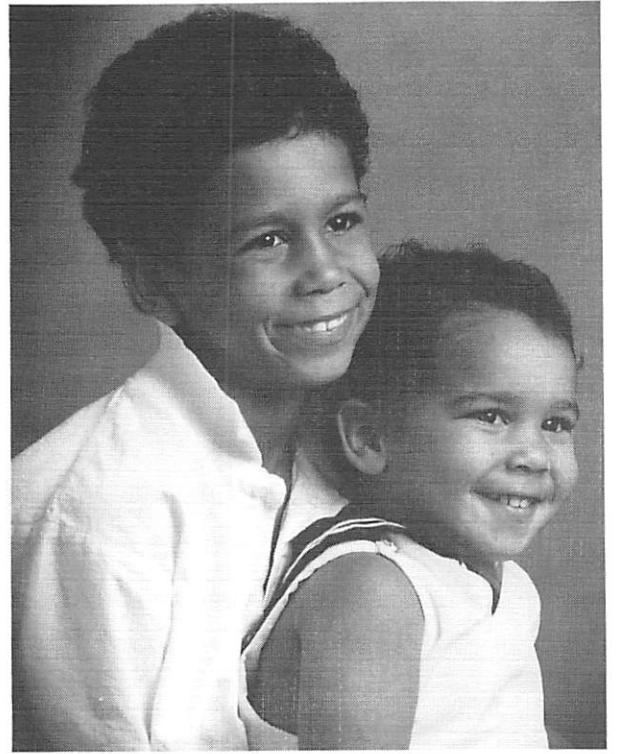
Merlin was one of those rare individuals who was so secure in himself, that he could accept and respect everyone else. To love him, was to share him. He was like a magnet that attracted people from all walks of life, regardless of their race, gender, ethnicity, sexual orientation, age, income status, educational background, etc. He truly practiced diversity in his life. He included everyone. Anybody that called him and asked for some of his time, was given it. I know he listened to the Amway presentation no less than six times from six different people!

Merlin told me about a month ago that he was leaving here with absolutely no regrets...that he had been truly blessed and had lived an incredible life. I feel privileged to have been a part of his life for 21 years. I will miss his companionship, his joy, his love and affection, his thoughtfulness and intelligence and most of all, his laughter.









Merlin

I said a prayer for you today
And I know God must have heard.
I felt His answer in my heart
Although He spoke no word.

I didn't ask Him for wealth or fame,
Although those you've already found.
I asked Him to show your life's rewards
Which were far, far more profound:

The joy of children,
The love of a wife,
The affection of friends
And a rich, fulfilling life.

The respect of your peers
And of those in high place,
The pride of knowing you've helped
The human race!

The power of attaining knowledge
And then using it for good.
Applying your God-given talents
As only you could!

The courage to stand for your principles,
Making other's dreams come true.
Triumphing over terrific challenges
And then bringing life anew.

This is your life, Merlin, a wondrous event
The world was so very lucky that
You were ever sent.

So I said another prayer for you today.
I asked God to please show you the way
To leave this world in His grace,
To show you His most beautiful face.

To hold you in His loving arms,
To free you from these earthly bonds.
To comfort your friends and family,
That they may understand and set you free.

I asked Him, "Lord, please help my friend,"
And He answered, "Diana, this is not
the end.
For NOW, he and I will be the BEST
of friends!"

All my love,
God bless you and keep you,
Diana Polise Garra
2/3/98
Yale University Classmate

Recently, the former Walnut Hills Presbyterian Church, a 50,000 square feet plus building, was purchased by the Thompson, Hall and Jordan Funeral Home. It will be dedicated and named the **Merlin G. Pope, Jr., Civic, Cultural and Diversity Center**, in honor of this great husband, father, son and outstanding businessman who served this community, state and nation so well. Located at 2601 Gilbert Avenue, it will house a branch of Wilberforce University, Senior Day Care Center, After School Tutorial Services for inner city children, Summer Umoja Camp for Youth, Banquet Hall and Catering Services, Meeting Rooms, Chapels for Weddings, Funerals and Gatherings, a Florist Shop and a Printing Service. Thompson, Hall and Jordan Funeral Home dedicates this building to this giant of a man, as an entrepreneur, churchman and outstanding citizen, as our way of saying to Greater Cincinnati, that we not only honor him, but we want to make this facility available to the total community and say thanks to all those, it is our privilege to serve.

DONALD H. JORDAN, SR.

— The Acknowledgement —

From all over the nation and even the international community, all during Merlin's illness, cards, letters, kind deeds, calls and offers of assistance poured into our home and our hearts. Words are inadequate to express to all of you, our deep and abiding thanks for all that you have done and are doing. We are especially grateful for the prayers in our behalf; it gives us strength and courage to know that so many loved him and us, and cared so deeply. At a later date, we will attempt to thank each of you in a personal manner. Thank you and God bless you.

Mrs. Patricia Pope and Family

— The Active Pallbearers —

Clennard Henderson	Robert Billingslea
Frederick K. Pearson	Corwin Henderson
Al Bright	Robert M. Jordan, Jr.
Merle Leslie Milton	Matthew Brown
Damon Woods	Tyrone Milton

— The Honorary Pallbearers —

Donald Tyree	Major McNeil
William Dupree	Lalit Agrawal
Ronald Stidham	Jeff Irwin
Paul M. Jordan	Clem Pater
James Touris	Jose Garcia

Robert Hart

The Trustees of Allen Temple A.M.E. Church

Kappa Alpha Psi Fraternity

The Building Committee of Allen Temple A.M.E. Church

— The Flower Bearers —

Cynthia Herrington	Audrey Hines
Sarah Mettler	Karen Miller
Ann McNeil	Alaina Cugmon
Mary Givens	Sandy Touris
Patty Henderson	Yvonne Henderson
Dee Dee Billingslea	Eugenia Milton Henderson
	Rita Hart