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MISSOURI--Beavers, other wildlife make home at Midwestern.

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MISSISSIPPI--Foreign Mission Board trustee meeting, Jackson, Dec. 8-10.

GEORGIA--Home Mission Board directors meetings, Alpharetta, Dec. 10-11.

CORRECTION: In (BP) story titled, "Top ranked FSU Gators' coach: God comes first," dated 12/5/96, please change the headline and first paragraph to read:

Top ranked FSU Seminoles'
coach: God comes first

By Laura Johnston

TALLAHASSEE, Fla. (BP)--Billy Graham and Bobby Bowden both use football stadiums to get their jobs done. Graham leads revivals and Bowden hopes to lead the Florida State Seminoles to the national championship. The Seminoles currently are ranked number one in the country.

Thanks,
Baptist Press

5 employees at RTVC opt
for severance packages

By Herb Hollinger

Baptist Press
12/6/96

NASHVILLE, Tenn. (BP)--Five employees at the Southern Baptist Convention's Radio and Television Commission have taken severance packages in anticipation of the merger of the RTVC, Brotherhood Commission and Home Mission Board into the new North American Mission Board in June 1997.

The action by three RTVC clerical workers and two printers was announced Dec. 4, according to Jack Johnson, president of the Fort Worth, Texas,-based agency. Johnson told Baptist Press the "generous severance" package was for the protection of the employees."

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Johnson emphasized the action was not the result of any outside pressure but a recognition by those employees that there would be a sizeable reduction in the number of employees in the merger.

"They elected to do it now," Johnson said.

Johnson is chairman of a nine-member Logistic Transition Team for NAMB which earlier released details of a "severance benefits package" for the three agencies' employees. Among other things, the package includes one week of pay for each year of denominational service, with a minimum of four weeks and a maximum of 26 weeks; medical and/or dental insurance available for 18 months following severance, at employee expense; and existing benefits paid during a four-week notice period.

A spokesman said the RTVC had earlier planned to shut down the print shop. One of the two people in the shop will continue to do printing for the RTVC on a contract basis.

All the severance packages will be effective Jan. 2. The RTVC has 92 full-time employees and 13 part-time at its offices in Fort Worth.

At the Brotherhood Commission in Memphis, Tenn., a spokesman said 21 employees had left the agency since February 1995 when the restructuring of the SBC, including the merger of the three agencies, was announced. Fifteen of those could be attributed to the transition anxiety and uncertainty of the future, the spokesman said.

Brotherhood currently has 59 employees, 51 full-time.

Mike Day, associate to the president of the Brotherhood Commission, told Baptist Press there have been "no decisions made on personnel."

Day said the commission is awaiting the release of the NAMB organizational model and structural plans to see what needs there will be. Day said there have been no layoffs and no requests for the severance packages at this point.

Larry Lewis, president of the Home Mission Board, said he does not anticipate staff reductions before the end of the year.

He said, "We cannot begin to eliminate positions until we have three things:

- a fair and orderly process for implementing a planned downsizing,
- an understanding of the structure of the new North American Mission Board,
- meaningful involvement of our board of directors."

Lewis told board staff in a Nov. 20 chapel service he thought the severance benefits for "those being separated are very generous, more so than most corporations would provide." He said every effort would be made to find other places of service within NAMB for those whose present positions are eliminated.

"I encourage you to continue to be patient," Lewis said. The HMB had 330 employees when the SBC-wide "Covenant for a New Century" restructuring was approved by messengers to the 1995 SBC annual meeting in Atlanta.

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Annuity Board plans organizational changes

By Thomas E. Miller Jr.

**Baptist Press
12/6/96**

DALLAS (BP)--Organizational changes, effective Jan. 1 at the Annuity Board of the Southern Baptist Convention have been announced by the agency's president, Paul W. Powell. The new organization will use functional titles rather than the current officer structure, with the title of "executive officer" replacing current "service head" attribution at the five highest levels below the president and executive vice president officer positions.

In a memo to employees Nov. 25, Powell cited the approaching retirements of the three senior officers -- president, chief operating officer and treasurer -- as a primary factor in the changes.

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"These actions," Powell wrote, "are intended to provide for adequate training time for those in new or changed roles and to allow what will undoubtedly be some further fine-tuning to the organization well in advance of the naming of a new president and a new chief operating officer."

Powell and W. Gordon Hobgood Jr., the board's executive vice president and COO, initiated discussion of succession with trustees of the Annuity Board last February. Hobgood will be 65 years old in August 1997, while Powell will turn 65 in December 1998. Harold D. Richardson, the board's treasurer, will be 65 in November 1999. A presidential search committee was named in November by board chairman Richard C. Scott.

In his memo to employees, Powell said, "With the retirement of three of our executive officers in the next 18 to 36-plus months, efforts have been under way for some time to properly plan for the extended and very important period of transition."

The new organization abandons traditional officer titles except as they may be required by charter and/or bylaws, in favor of functional titles. Below the executive officers in the chart will come managing directors, and beneath those titles will be regional directors, section heads and department heads. Several people receiving new titles were previously senior vice presidents and vice presidents.

Hobgood said, "We expect our participants to see these changes as largely transparent. We expect the participants to be better served over time, but the immediate effects outside the employee family will be very limited. In the long run, these steps will lead to more effectiveness and more efficiency in operations."

Richardson will move to a new role as executive officer for endowment, facilities and support administration. In his new job, to include the relief ministry, Richardson will report directly to the president and give more time to endowment fund development.

Richardson will be succeeded as treasurer by William C. Lee, a certified public accountant and former banker who is service head over administrative services. Lee will carry the title of executive officer for financial and corporate services.

Frank G. Schwall, currently service head for church member services, will become executive officer for public and denominational relations. He, like Richardson, will report directly to the president. Thomas E. Miller Jr., currently senior vice president for public relations, gets the new title of managing director of public relations division and reports to Schwall.

Executive officers John R. Jones (investment services), William C. Lee and James T. Herod (marketing, legal and actuarial services) will report to Hobgood. Also reporting directly to Hobgood will be D. Hugh Williams, managing director of an organizational development division including the human resources department and strategic planning and resource development department.

Jim W. Morrison, currently vice president in charge of agency member services, will become managing director of a new marketing division that will have two departments reporting to him. A new church and institutional accounts department will be headed by Doug Day, currently vice president for life and health administration. The second department reporting to Morrison will be insurance marketing under the direction of Joel H. Mathis, currently senior vice president for insurance services.

Curtis D. Sharp, currently a vice president who guided the mutual fund project and was in charge of development of the communications materials and educational program for a new investment fund structure, will assist Morrison as managing director of a new market research/development and communications division.

Aylor to lead stewardship, fund-raising services at BSSB

NASHVILLE, Tenn. (BP)--Gary Aylor of Houston has been named director of church stewardship and capital fund-raising at the Baptist Sunday School Board, according to Dennis Conniff, director of the church stewardship and architectural services department.

Aylor, associate pastor of administration and evangelism at Champion Forest Baptist Church in Houston since 1979, began work at the board Dec. 2.

He will manage the total church stewardship program to assist churches, associations and state Baptist conventions in producing stewardship resources, programs and capital fund-raising efforts. The board received the assignment for the ministry as part of the Southern Baptist Convention's "Covenant for a New Century."

Aylor has been involved in 13 building programs and has led six capital fund-raising efforts during his career.

At Champion Forest Baptist Church, he was responsible for all administrative duties for the 8,000-member congregation, including a \$5.6 million budget. He managed nine building programs for the church at a total cost of \$27 million.

Earlier, he was associate pastor at First Southern Baptist Church, Phoenix, for three years and youth minister at Meadowood Baptist church, Midwest City, Okla., seven years.

Reared in Oklahoma, Aylor earned the B.A. degree from Oklahoma Baptist University, Shawnee.

Ronald E. Chandler, who has been president of the SBC Stewardship Commission, will serve as a contract consultant for one year, beginning in June 1997. Carl A. Hoffman and Kay Campbell from the Stewardship Commission staff will assume positions with the Sunday School Board in capital fund-raising in January 1997.

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Hawaii judge rejects ban on homosexual marriage

By Tom Strode

**Baptist Press
12/6/96**

WASHINGTON (BP)--A circuit court judge has opened the door for Hawaii to become the first state to permit homosexual marriage. According to a ruling by Judge Kevin Chang, the state failed to demonstrate it had a compelling interest in prohibiting homosexuals from marrying and struck down Hawaii's ban on such unions.

The favorable decision for homosexual marriage had been anticipated for many months and had prompted some states and the federal government to act in preparation.

By September, Congress had overwhelmingly approved and President Clinton had grudgingly signed the Defense of Marriage Act, which was designed to strengthen states' authority to refuse recognition of same-sex marriages. Sixteen states have enacted legislation banning homosexual marriages.

The concern of Congress and the states is that a legal same-sex marriage performed in Hawaii likely would have to be recognized by other states unless they are able to show they have a compelling interest opposing such unions.

The Hawaii government is appealing the Dec. 3 decision to its state supreme court, which is expected to uphold the lower court's opinion. The state has asked for a stay of the ruling while the appeal is being considered, according to The New York Times. The state supreme court had ordered Hawaii to show it had a compelling interest in continuing the ban, setting up the proceedings in the circuit court. The trial was held in September.

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While homosexual rights advocates praised the decision, opponents of same-sex marriage, though not surprised, denounced it.

"The Bible is very clear that homosexuality is a sin," said Will Dodson, the Southern Baptist Christian Life Commission's director of government relations. "From a biblical perspective, it goes without saying that this sin is harmful to the individuals who commit it and has a harmful effect upon society as a whole.

"What is morally wrong should not be a legal right. There is no reason to believe from the plain meaning of the Hawaii constitution that indeed homosexuality is protected. Nevertheless, a Hawaii court has determined that homosexuality is not wrong and that it is constitutionally protected. The court is wrong on both counts.

"Whether or not one agrees with homosexual marriage," Dodson said, "everyone should be concerned about a judiciary which is willing to usurp power by ignoring its responsibility to interpret the law and not make the law."

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**LeaderLife announced to provide
personal, professional resources**

By Charles Willis

**Baptist Press
12/6/96**

NASHVILLE, Tenn. (BP)--LeaderLife, a development process designed to enhance and improve the personal and professional leadership of pastors and staff people, has been established to provide pastor-staff leaders resources and training for lifelong leadership development.

Don Mathis, who became director of the Baptist Sunday School Board's pastor-staff leadership department Nov. 1, told Baptist state convention leaders in their annual planning meeting Dec. 5-6 that LeaderLife will encompass LeaderCare, announced in April, as well as LeaderSkill, a new initiative focusing on four essential leadership functions of leading, administering, ministering and communicating.

Mathis said the plan for ongoing help for ministers has been influenced by key leaders who came to the Sunday School Board from the pastorate. These include BSSB President James T. Draper Jr.; Gene Mims, vice president of the church growth group; and Mike Miller, director of the church leadership services division.

"Having seen the challenges and struggles of ministry from a personal perspective and through the lives of fellow ministers," Mathis observed, "they have long known that unmet needs exist among church staff persons throughout the denomination.

"As each has traveled for the Sunday School Board, participated in local and regional meetings and visited with persons in full-time ministry, they have shared a growing and alarming awareness of ministerial problems, ranging from career burnout to depression leading toward possible suicide."

Earlier this year, in consultation and cooperation with state Baptist convention minister relations leaders and a variety of physical and mental health care professionals, the Sunday School Board began work toward formulating what has become LeaderLife to begin meeting those needs.

"LeaderLife is a customized strategy to meet the individual needs of pastor-staff leaders," Mathis said. "It provides resources and services to assist leaders in crisis situations of a personal or professional nature. Equally important is its provision for personal and professional development and consultation services, many of which may prevent the need for crisis help.

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"Our desire is for every pastor and staff leader to discover core personal leadership essentials, learn the importance of personal spiritual development and develop disciplines to ensure a balanced and healthy personal life. Further, our hope is for every church staff person to have the opportunity to participate in leadership skill assessment to identify areas for growth, to design for themselves a personalized leadership development plan and to learn how to apply the basic leadership skills essential for ministry."

The LeaderSkill process includes identification of leadership profile, education through a leadership development plan, application of leadership progress, multiplication through leadership mentoring and recognition through leadership awards.

"The professional development section of the pastor-staff leadership department can provide tools to determine a leader's place in leadership development, determine skill development areas for improvement and collect individual and church information about the leader for future training," Mathis said.

A personalized skill development plan can be established for each leader, using several approaches for training. Among those are national, seminary, college, associational and state conferences; individual training; one-on-one consultation; and peer group discussions.

Leadership progress includes the application of skills in leadership, identification of successes and problems in skill areas, and suggestions for future training. LeaderLife will maintain an individual profile on each leader enrolled, detailing current status in the process. An annual recognition will cite the accomplishments of pastors and other church staff involved in the process.

LeaderCare is a strategy to provide a network of personal development help for pastors and staff, including the more than 22,000 women in church staff positions. Resources and a network for help in personal crisis prevention, intervention and restoration are provided through the personal development section.

LeaderCare resources and services are provided in partnership with state conventions, associations and other minister support groups, taking advantage of established, quality sources for help, as appropriate, rather than duplicating efforts.

The pastor-staff leadership department has developed conferences and materials for prevention of and identification of potential life crises and life transitions concerns. Guidance and support for the minister's spouse and family are available through marriage, parenting and family enrichment materials and events.

Crisis intervention includes an emergency telephone number, 1-888-789-1911, answered from 7:30 a.m. to 4 p.m. central time, Mondays through Fridays. Mediation services, assistance toward renewal in ministry and help in restoration to ministry or career transition are offered.

"LeaderCare provides pastors the opportunity to develop a personal enrichment and development plan, a listening ministry and encouraging advice," Mathis said. "Its objectives are for pastors and staff leaders to discern and follow the call of God, grow in Christlike character, discern and use their God-given competencies and to lead lives that are balance physically, spiritually, socially and emotionally."

As an added dimension to LeaderCare, wellness consultation, resources, services and events are being developed for ministers, their spouses and their families.

Mathis said the Sunday School Board has a dedicated staff whose backgrounds include a wide range of experience and educational skills to LeaderLife issues. Among those are formal training in ministry, preaching, a variety of Christian education specialties, personal counseling and health and wellness. Expertise, academic writing and extensive counseling experience in burnout, stress, forced termination, career assessment and organizational and leadership skills are among skills shared among the LeaderLife staff. Consultation and direction for people using these services is provided by men and women who have gained personal experience in church staff careers before assuming

To enroll in LeaderLife, write the Pastor-Staff Leadership Department, MSN 158, 127 Ninth Avenue, North, Nashville, TN 37234-0158 or call (615) 251-2055.

Aging ministries organization to employ executive director

BRENTWOOD, Tenn. (BP)--The board of directors of the Southern Baptist Association of Ministries with the Aging has appointed an eight-member search committee to recommend the first full-time paid executive director for the organization.

A vote on the nominee could come during the 1997 SBAMA annual meeting, Feb. 16-17 at the Menger Hotel in San Antonio.

The association was founded in 1976 and celebrated its 20th year at its annual meeting last February in Clearwater, Fla. SBAMA's 80 members are involved in such ministries to the aging as church and denominational programs, homes for the aging and government, community or educational institutions' initiatives.

Nominees for executive director are being received by the search committee through Dec. 15. Resumes should be forward addressed to Donald E. Mauldin, P.O. Box 728, Brentwood, TN 37024 or faxed to (615) 371-2014. Mauldin, search committee chairman, is discipleship training, seniors and singles specialist for the Tennessee Baptist Convention.

Funding for the executive director position has been secured for three years.

Also slated for the upcoming SBAMA meeting is a vote on a revised set of bylaws resulting from the work of a 15-member strategic planning committee named at the association's 1995 annual meeting. The committee's work encompassed study by six ad hoc committees, focusing on education, membership, financial feasibility, governing/bylaws, administration and development.

The keynote speaker will be Donald Anderson, executive director of San Antonio's Ecumenical Center for Religion and Health. Camille Simmons of the San Antonio Baptist Association will lead a session on the involvement of senior adults in community ministry.

In its nine-part purpose statement, the organization aims:

- 1) to promote awareness of the value of older adults.
- 2) to train and equip individuals who provide Christian services to older adults.
- 3) to develop specific ministry strategies to meet needs of older adults.
- 4) to facilitate cooperation and communication among individuals and groups who minister to older adults.
- 5) to encourage and recruit individuals to become involved in older adult ministry through volunteerism or vocation.
- 6) to create a forum for advocacy on issues affecting older adults.
- 7) to serve as a facilitator for the emerging ministries affecting older adults.
- 8) to initiate and develop ongoing dialogue with Southern Baptist agencies for the benefit of older adult ministries.
- 9) to position Southern Baptist older adult leaders on the cutting edge of ministry opportunities through encouraging continuing research in the field of aging.

This year, the association gave its annual Adkins-Kerr Award to Ruth Hudgins of Winchester, Va., now retired, who served 15 years as administrator of the Portsmouth Baptist Association's Emily Green Home and was SBAMA's 1983-84 president. The award, was created in 1984 for outstanding work in senior adult ministries, is named for Paul R. Adkins and Horace L. Kerr, retired Home Mission Board and Baptist Sunday School Board workers, respectively, who made key contributions to aging ministries.

The association's current president is Ginny Winkel, minister to senior adults at First Baptist Church, Inverness, Fla. Its executive secretary/treasurer is William L. Howse III.

Annual meeting registration and membership information may be obtained by writing to the organization or calling its offices at (615) 661-6138.

**Human misery often impacts
gospel message, author states**

By Keith Hinson

BIRMINGHAM, Ala. (BP)--Effective Christian witnesses must remember the importance of both evangelism and ministry to human needs, according to the author of a new book, "Incarnational Agents: A Guide to Developmental Ministry" (Birmingham: New Hope, 1996).

Author John R. Cheyne suggests those who share the gospel should "deal not only with the spiritual reality of eternal life, but also with the finite physical realities of poverty, ignorance, disease, political oppression, exploitation, guilt and despair."

Citing an example of how poverty can hinder the gospel, Cheyne writes, "It is conceivable that a hungry mother watching her child die may never fully grasp ... what we mean when we say that Jesus is the 'bread of life' or 'Jesus loves you.'"

Cheyne, pastor of New Bridge Baptist Church, Richmond, Va., served more than 40 years with the Southern Baptist Foreign Mission Board before his retirement in 1994.

Jerry Rankin, FMB president, indicated the new book can serve as a valuable resource for Christians who seek to minister both spiritually and physically.

"'Incarnational Agents' moves beyond the usual spiritual apartheid of evangelism and social ministry as an 'either/or' proposition," Rankin writes in the foreword. "The book will be a valuable textbook, planning guide and project manual for any individual or agency responding to suffering and human needs."

Cheyne emphasizes sharing the gospel and meeting people's physical needs must go hand in hand. He cautions against an overemphasis on either evangelism or ministry.

"The ultimate purpose or motivation behind any valid scriptural ministry must be of bringing individuals into a full and abundant relationship with Jesus Christ as Lord and Savior," Cheyne declares.

Yet sometimes ministry to physical needs can become an end in itself or be perceived as spiritual bribery. "Some fear the rebirth of a 'rice Christian' kind of social gospel which often used food as a poorly disguised reward for joining the church," Cheyne observes. "Rice Christians may be easily bought and brought into the church, only to fall away when the bowl is no longer extended."

Cheyne cautions against ministry efforts that destroy initiative and create dependency. He cites a drought in Somalia that prompted quick and generous response from many organizations. But when relief efforts stretched from weeks into months into years, problems arose.

"Farmers who had attempted to eke out a living in the arid country decided they no longer needed to attempt to grow crops because the food was now being provided free without labor," Cheyne recounts. "With the market depressed, local shop owners lost everything because they had no food stuffs to sell. ... The process not only created dependency, it destroyed something even greater: the sense of self-reliance and self-worth vital to the recovery of the country."

Sometimes well-meaning relief efforts end up being impractical and unappreciated by intended beneficiaries. After a major earthquake in Italy, Cheyne was asked to help organize relief efforts.

"In the process, I made an amazing discovery," Cheyne recalls. "Outside many of the towns there were literally piles of burning clothes ... from parcels sent from the United States and Europe. ... One might think, 'How ungrateful of them to burn the clothes that were given as gifts from concerned people.'"

"The donors, however, failed to understand (that) ... in the first place, the most urgent need was not for clothing. Secondly, the clothes were almost completely inappropriate -- bright-colored dresses and blouses, short skirts, lingerie, high-heeled shoes and a hodgepodge of other attire in various forms and shapes. The people most affected were conservative mountain folks. Daily dress for them usually consisted of what others might consider drab or dull."

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But even with misunderstandings, mistakes and lack of information, Christians should continue to meet human needs while sharing the gospel, Cheyne urges. He prescribes careful research into needy communities and involvement of affected people in the design of ministry efforts intended to make their lives better.

The book describes principles and detailed, systematic steps for churches, organizations and individuals who want to design a wise response to human needs.

Cheyne said his goal in writing the book was to emphasize that "we need to manifest the presence and compassion of Christ toward people in need while we share the gospel in proclamation."

He urges readers to realize if "this world is ever to have a 'New World Order,' it will not be brought in by secular nations and physical solutions, but rather by Christ's servants who initiate the transforming process of reconciliation to God, to mankind and to our environment."

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**Top country music executive
shapes her work with prayer**

By Leigh Neely

**Baptist Press
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NASHVILLE, Tenn. (BP)--"I don't take any credit for being where I am. I started out as a receptionist. There's no reason I should be where I am. I'm a high school graduate who has put her faith and trust in the Lord, and he has blessed it."

The woman making that statement is seated behind a huge desk in a plush office on Nashville's famed Music Row. She is Donna Hilley, president and CEO of Sony Music Publishing, directly responsible for the bottom line of the world's largest country music publishing company and, thus, one of the most respected executives in the music industry.

In addition to her business acumen and skill at negotiating everything from songwriters' contracts to the sale of Tree International to CBS (now Sony Music Entertainment, Inc.), she also has been lauded as an innovator in country music. She was the first major publisher to merge contemporary Christian music with the country music industry by negotiating the formation of Meadowgreen Music, now a prominent gospel music company.

Her one desire, however, is to be known as a woman who loves the Lord.

When corporate accountants said she wouldn't meet the bottom line last year, Donna replied, "No, we won't; but God will." She smiles with calm assurance and continues, "and he did."

Beyond corporate finances, however, Donna says, "This business is a family business. We have all faiths. We have people who don't believe anything, and we accept all of them, and we just love them. We've been the number one company for 23 consecutive years. I work as though it all depends on me, and I pray as though it all depends on the Lord. He's made my bottom line."

The Birmingham, Ala., native came to Tennessee as a newlywed. She and husband, Rayford, have known each other since childhood. He smiles slyly and says, "I saw Donna the first time in sixth grade, beating up a boy after school." This touch of warm humor is indicative of the relationship the two have. They married in April 1958.

Though she had a scholarship to the University of Alabama, her new husband was playing football for Vanderbilt University, so she chose to marry and establish her home in Nashville. Recalling the early days of their marriage, Rayford says, "She really didn't like Nashville until she got into a good church."

Donna agrees that church made the difference. "I can remember we planned our budget around the church because when we were growing up we went to church on Sunday morning and Sunday night. Wednesday night we ate dinner there; then on Thursday night we ate dinner there and went to visitation. That was the norm for us.

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"Things were different then," she continues. "You ate dinner together. Everybody seemed more community oriented. You bought your home where your children could walk to school. Today, we rarely have a meal together. Some days we all eat together, and on birthdays and weekends we're around the pool. But it's a different lifestyle today. It's a fast-paced lifestyle. You have to really work at making sure you stay grounded."

The Hilleys have three daughters: Still at home is 16-year-old Whitney; Vickie and her husband have a 9-year-old son; Debbie and her husband have two sons, ages 6 and 3.

Donna began her career in the music industry at Nashville radio station WKDA. After eight years there, she became assistant to the president of an advertising and public relations firm. When Jack Stapp, a colleague from WKDA, established Tree International, Donna joined the staff of the recording company.

In 1978 she was named executive vice president and chief operating officer of Tree International and became president and CEO in 1994. Insiders say she has played a significant role in shaping what is known today as a global publishing giant.

In 1992 Entertainment Weekly ranked her number four in its "Ten Most Powerful People in Country Music." Mirabella magazine noted her as one of the "Women We Admire" in 1994.

And in the midst of it all, she has maintained a Christian example.

"I choose every day whether I'm going to be on the throne of my life or if God is going to be on the throne of my life. And I've been through many challenges," she recounts. "This year I've had to recommit myself to getting some bad language out of my life. You pick it up in the business world. And now I go back to people and say, 'That really hurt my witness. That's not something I should do, and with the Lord's help, that's getting out of my life.' Is it necessary to do that? No. Am I still saved? Yes. Does it make me feel better? You'd better believe it. It's a daily walk. It's been up sometimes and down sometimes, but never because of him, but because of me."

Donna knows being a Christian is not always accepted in the business world. "In the marketplace out there it's unusual someone will admit he or she is a Christian because it's so controversial. I mean, you mention the name of Jesus Christ and people steer away from you like crazy. I have never found that it mattered in my life, but other people think it does."

Co-workers don't hesitate when they're asked about Donna's commitment. Her assistant Beverly Herra says, "I've worked several places and for some famous and influential people, but I've never worked for anybody like Donna who has a heart for the Lord like she does. ... (T)here are few business people who run their business according to their religious beliefs. I think that's why we're so successful here as a company and why she's so successful in the business world."

Don Cook, senior vice president at Sony Music, says, "I've worked with her for 20 years. Donna is probably the last person in the publishing business, probably in the entire music business in Nashville, who works hard to create and maintain a family atmosphere in our publishing company and in the music business in general. There are a lot of people in this company who have been here for many, many years because of Donna's leadership and her constant efforts to make everybody here feel comfortable here and feel good; they're supported in every way."

Donna credits solid Bible study early in her Christian life for the strength of her faith. "I was raised in a Christian home. But I didn't actually become a Christian until 1972, when I had a personal experience with Jesus Christ. He became personal to me. At that point I began to grow."

A Bible study leader who also became her mentor helped Donna get grounded in God's Word and develop a hunger for more. "Miss Bonita Whittimore was a godly woman who taught the Bible and had almost all of it memorized. She would teach an hour; then you could stay as long as you wanted and ask questions. As a new Christian, I had a lot of questions. She never offered advice or opinions. I would say, 'What do you think about this?' And she would say, 'Honey, it doesn't matter what I think about it. What does God think about it?' She said that everything that was important in the Scriptures was repeated at least three times. And she would go to this Scripture, then this Scripture, then this one."

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A daily time of quiet study and prayer is a part of Donna's routine. Whitney and Rayford leave home before she does, so she takes advantage of the time alone. "I read my Bible, and I talk with the Lord. I really try never to have an 8 o'clock meeting because it blows my day if I miss that quiet time early in the morning. I see people from the time I walk in this door until 5:30; then it's time for paperwork and mail."

Donna strongly feels Christians should minister wherever they are. "To me, your field is where you are. God said didn't say go into full-time Christian work. He said do it where you work."

Her Christian lifestyle extends to her favorite charities too. In the past she has served on the advisory board for Belmont University and the Ronald McDonald House. Currently she's on the board of Vanderbilt Children's Hospital.

Since Rayford is a senior consultant with SCB Computer Technology, Inc., both the Hilleys have invested a great deal in their careers. However, this doesn't stop them from taking an active part in their church. Both teach Sunday school classes at Parkway Baptist Church, where Donna also sings in the church choir.

Donna is aware of the tensions that exist for women today, whether they stay home with children or pursue a career. She encourages women to make a choice and enjoy it without worrying about what other people say. "You can do whatever you need to do, but do it because you love it," she says. "You want to stay home? Stay home. Be a success at staying home. Don't feel guilty because you want to stay home with your children. I think Christians don't know how to get rid of the guilt, especially working mothers.

"Everybody wants to know the secret to success. The secret to success is doing what you love doing. When you've asked the Lord if this is what he wants you to do, and you feel good about it, you talk to him every day and say, 'This is what I want to do. I really love it. And I want to give you the credit. Open the doors that are going to get me in this field.' Guess what? He will open them. And if he doesn't open them, just keep praying. If that's what you really, really want to do, start at the bottom. Go for what you really want to do and enjoy, and then it doesn't become work. And when you spend 14 hours a day there, the next thing you know you're running the place and making more money. And it's not because of that; it's because you don't want to be anywhere else."

She is capable of being blunt about Christians not taking advantage of what God has to offer them in abundant living. "The alternative to success is failure, and I just don't feel God wants you to fail. Just read Psalm 37:4," Donna says with conviction.

Reiterating a key to that success, she notes: "The moments that have meant the most to me are moments where it has been me and the Lord in the Word. And he has taught it to me through the quietness, not in the midst of doing, but in the midst of going in to him in order to be able to go out to the world."

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**Beavers, other wildlife
make home at Midwestern**

By Joni B. Hannigan

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KANSAS CITY, Mo. (BP)--The loud crashing sound stunned Paul Tan when he first heard it. Seated on the couch near an open window, he was talking with neighbor and fellow seminarian Tim Cupp when startled into action by the sudden noise.

But outside everything seemed calm, so Tan and Cupp returned to the house, thinking the sound was caused by the wind pushing over a tree in the nearby forest.

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But the wind didn't produce the kind of wood shavings Richard Clouse came across. He first thought they were from "kids playing with hatchets," around the tree bases.

The Clouses, the Tans and the Cupps all live in housing on the campus of Midwestern Baptist Theological Seminary in Kansas City, Mo., only yards away from the edge of a forested area alive with wildlife, including the newly discovered beavers.

The tree-falling incident was the first thing that alerted Midwestern families and staff of the presence of a "colony" of beaver on seminary property.

The beaver join other wildlife -- deer, red fox, raccoon, squirrel and groundhog -- all making their home on the 223-acre campus.

Dan Mahan, who will graduate in May with an associate degree in religious education and a music minor, said he and his wife, Darlene, regularly feed the deer. He reports spotting as many as 13 deer in the woods last fall.

Groundhogs, digging tunnels around the old Vivion farm garages near the seminary president's residence, were becoming a dangerous nuisance and had to be removed to a safer habitat.

Clouse, a master of divinity student from Missouri, said he and his family have been enjoying the wildlife environment the campus presents.

"I think it's neat," he says. "It provides an interesting education for our kids."

The Tan family, whose house also borders the creek area, enjoys the benefits as well. Paul and Denise are from Minnesota and appreciate the chance for their four young boys to observe a wifelife setting.

"Well, COOL!" was the response of 4-year old Tan twins Joseph and Benjamin when their dad took them to look at the gnawed trees.

Clouse, who lives closest to the forest, said he was surprised to discover beavers responsible for the mysterious sounds heard one October night. Not only did he hear the loud crashing sound of a tree falling, but a resounding thump an hour later when the tree hit the ground. Clouse believes the 70-foot tree was held from free-falling by another tree until beavers completed their task and wrested the tree free so it would fall on the ground.

Thought to have migrated from nearby Englewood Park, the beavers have already worked on at least five dams and a pond in the creek. Their dwellings are situated just off the edge of a steep bank about 40 feet directly behind the last row of seminary houses, northeast of the campus.

Mahan, who is also supervisor of campus operations at Midwestern, says the beavers have felled at least six or seven trees over the creek this fall, consistent with their building patterns, and have been working on another half dozen or so. Mahan has gathered information and consulted with an urban wildlife specialist with the Missouri Department of Conservation.

Beavers don't typically use the trees for dam building, although they fall across the water, according to Mahan. Instead, they will girdle cottonwood, oak and other large trees that grow along the stream and gnaw them to maintain wear on their teeth. Without this activity their incisor teeth might grow into their lower jaw and block off their mouth, causing starvation.

The "gnaw trees" also might have some territorial significance. The "girdling" occurs when the beavers gnaw at a tree until it finally narrows to a point in the middle. Then the beavers use their tails to "whack" it into falling over a body of water, or onto the bank, where they drag it into the water near their dam.

The first dam forces a resulting pond in which the beaver play and store their food cache. Missouri beavers prefer to dine on silver maple, willow and cottonwood bark, but will go on to the hardwoods if their preference is in short supply.

The dams are constructed of sticks, weeds, rock and other natural debris, combined with mud the beavers have dredged up from the stream bottom. Midwestern's dam is embellished with a few discarded pop bottles, and the pulp left from what looks like a few hastily discarded papers or tests!

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Mahan says the beavers are natural for this type of wooded area. He speculates that they outgrew the nearby lake in Englewood Park and use the dams and resulting half-acre pond to store food.

To avoid any danger of trees falling on seminary houses, campus operations crews placed fencing around trees closest to the houses.

"Beaver are better lumberjacks than any man ever dreamed of being," claims Mahan, who says the usually shy and nocturnal animals are actually thinning out the nonproductive trees. Flooding might present a problem in the future, although Mahan says the pond is relatively shallow now, and the steep bank around the creek precludes any immediate danger.

Initially, thought was given to trapping the beavers and moving them off campus, reports Mahan. But conservationists recommended against the idea, saying more beavers would replace those removed because of a declining number of natural habitats in the state.

"This is a safe haven, a good wooded area, protected from predators," Mahan says.

With no plans to disturb the surrounding forest of seminary-owned property, he's convinced "the animals are probably here for good."

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