



## BAPTIST PRESS

News Service of the Southern Baptist Convention

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February 21, 1974

### Staff Growth Must Be Justified, Action Says

NASHVILLE (BP)--The Southern Baptist Convention Executive Committee expressed here its concern with "overdevelopment of staff," despite hearing a plea that restricting staff size would hinder an agency of the denomination in performing its assigned ministry.

The Executive Committee adopted a recommendation from its special Committee of Fifteen which emphasized that staff enlargement should be examined in the light of state convention and local church needs when the Executive Committee recommends budget allocations to SBC agencies.

Several times in its 129-page report, based on a four-year study of agencies and their work, the Committee of Fifteen asked the agencies to study the size of their staffs.

Cecil E. Sherman, pastor, First Baptist Church, Asheville, N.C., and chairman of the Christian Life Commission, told the Executive Committee in rebuttal that the commission needed more money to employ more staff, rather than face a staff restriction.

In a section on the Christian Life Commission, the Committee of Fifteen had noted "that the staff (of the commission) has increased from two to 12 in 15 years. It is doubtful that any emphasis agency occupying only a portion of a segment of the spectrum of denominational interests should increase much beyond this size."

The recommendation adopted by the Executive Committee, which pertained to all agencies, asked the Program Committee of the Executive Committee to "give special attention to staff enlargement as budget allocations are developed."

It said such staff expansions must not "add to the staff burdens of the state conventions or create more pressure on the churches." Staff members are not to be added merely for convenience or to make an agency more visible, the statement indicated.

Sherman opposed any effort to restrict the staff size of the Christian Life Commission. He said that Christian social action, the field in which the commission carries out its ministry, is still under developed within the denomination.

The commission needs more staff members "because we feel there is more gospel to say," and should have more money "so we can speak to more people."

Baker J. Cauthen, Richmond, executive secretary of the SBC Foreign Mission Board, also reacted to the Committee of Fifteen's expression of concern over staff growth of that agency.

Cauthen contended that during the last 15 years, the Foreign Mission Board has doubled the number of countries in which it stations missionaries abroad--from 38 to 77 nations. This, Cauthen added, demands a larger and more specialized home staff.

The Stewardship Commission's consulting services to churches in raising money for building purposes also came under scrutiny.

The Executive Committee adopted a Committee of Fifteen recommendation to have the Finance Committee of the Executive Committee study the matter jointly with the Stewardship Commission.

Some feel the Stewardship Commission should not provide this consulting service because "it divides the commission's interests, . . . hurts the promotion of the Cooperative

Program, . . . creates a one-sided organizational structure for the Commission (or) . . . this work could be better done by some other Southern Baptist group more directly related to the churches," the Committee of Fifteen reported.

"It is likely a very strong regulatory bill will come out of Congress this spring" dealing with pension plans nationwide, Darold H. Morgan of Dallas, president of the convention's Annuity Board, said during discussion of denominational retirement plans.

Such legislation could influence any action the denomination takes regarding retirement plans, he added.

The Committee of Fifteen "noted the lack of uniformity in the retirement programs of the agencies." The Executive Committee approved its recommendation for "a study of the plans of the Annuity Board and the other agencies with the help of professional consultants, if deemed advisable." The Finance Committee of the Executive Committee would conduct the study.

Morgan said professional consultants charge from \$50,000 to \$75,000 for this kind of study and asked the Executive Committee to provide the consultant's fee, if such help is sought.

The Executive Committee also called for special attention "to the problems of portability and vesting" as they affect pastors, church staff members and denominational agency employees.

Portability refers to the retirement credits an individual has accumulated and is allowed to take with him when changing employers. Vesting pertains to the rights an employee maintains in a pension plan when he resigns from a job.

James L. Sullivan, Nashville, president, SBC Sunday School Board, reiterated the board's position that six of the Committee of Fifteen's concerns about the agency's work were "in partial or total error."

He cited the Committee of Fifteen's statement that writers for the board may not always be "thoroughly alert to trends of the times and to the critical issues in the churches." Sullivan countered that the board had "dealt with every one of them" (the critical issues).

In response to the Committee of Fifteen's statement that the Sunday School Board, as a title, was not representative and might need changing, Sullivan said the board had for 20 years searched for an alternative name without finding something more appropriate as yet.

"The name, Southern Baptist Convention, is as inaccurate as the name, Sunday School Board," Sullivan quipped.

The Executive Committee also adopted a recommendation that the Christian Life Commission and Home Mission Board "work together to develop definitions of 'Christian social concerns' and 'Christian social ministries' that people will understand."

The Christian Life Commission works in "Christian Social Concern" and the Home Mission Board in "Christian Social Ministries," the Committee of Fifteen said.

Foy Valentine, Nashville, executive secretary of the Christian Life Commission, said the two agencies confer regularly about their assignments.

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Group Named for Quarter-Century Missionary Challenge

4/21/74

NASHVILLE (BP)--Debate on a proposed Southern Baptist Convention mission strategy study ended with a compromise "plan for a proposal" to be developed by a special committee of nine.

The denomination's Executive Committee heard from its Committee of Fifteen, which has been studying the SBC agencies, a recommendation for "a total convention mission strategy" for the remainder of this century.

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A two-year SBC "strategy" review proposed by the Committee of Fifteen drew opposition from the SBC's Foreign Mission Board, Home Mission Board and Woman's Missionary Union.

Douglas Hudgens, chairman of trustees, Foreign Mission Board, and Baker James Cauthen, executive secretary, objected to the study as presented because it would infringe on the authority of board trustees.

Cauthen also voiced concern that such a sweeping study not under the auspices of the Foreign Mission Board would send "a chill note of uncertainty" throughout the 77 countries where some 2,500 SBC missionaries currently serve.

Two papers were distributed among Executive Committee members setting forth numerous objections of the Foreign Mission Board members and staff to the study proposal and to various "concerns" listed by the Committee of Fifteen.

Woman's Missionary Union officials likewise distributed two papers specifying their disagreements with the Committee of Fifteen report.

Speaking for the Committee of Fifteen, Owen Cooper, layman of Yazoo City, Mississippi, and current president of the Southern Baptist Convention, explained that the mission strategy study was intended to provide an overview of the denomination's mission task, a new sense of commitment and some new goals and objectives for the remainder of this century.

He indicated as an example that the committee envisioned a time before the end of the century when, instead of an annual budget level of around \$45 million, the Foreign Mission Board budget would exceed \$300 million.

In a compromise action on the proposal, a committee of nine officials was named to work out a recommendation to challenge Southern Baptists in missionary support for the next quarter-century.

Their report will be presented to the SBC Executive Committee at its next meeting, June 10, in Dallas, and, if approved, to the annual meeting of the Southern Baptist Convention later that week.

The officials named include the executive officers of the Foreign Mission Board, Home Mission Board, Woman's Missionary Union and Brotherhood Commission, plus the president of the Southern Baptist Convention, the chairman of the SBC Executive Committee, the chairman of the Committee of Fifteen and the chairmen of trustees of the Home and Foreign Mission Boards.

Another recommendation of the Committee of Fifteen was modified. The mission agencies plus the Sunday School Board were asked to develop a comprehensive plan for additional effectiveness in missionary education.

Their report will be made to the SBC Executive Committee instead of the annual meeting of the Southern Baptist Convention, as first proposed. Reporting date is September, 1975.

Cauthen and Mrs. R. L. Mathis, president of Woman's Missionary Union, expressed displeasure that the report of the Committee of Fifteen had been released to the news media through Baptist Press, news service of the Southern Baptist Convention.

Stewart B. Simms, chairman of the SBC Executive Committee, and E. W. Price Jr., chairman of the Committee of Fifteen, explained that this had been done in accordance with voted instructions of the SBC Executive Committee.

James L. Sullivan, president of the Sunday School Board, voiced disagreement with the Committee of Fifteen report at various points and expressed regret that he did not have an opportunity to state these views when the news stories on the report were first released.

He also pointed out that the Executive Committee is the "convention ad interim" only in those areas not assigned to the agencies.

Twenty-eight of the 97 "concerns" in the Committee of Fifteen report deal with the four mission agencies. These areas, as viewed by the committee, were referred to the agencies for their consideration.

The report of the committee cited the growth of the Home and Foreign Mission Boards to 4,700 missionaries throughout the USA and in 77 other countries, with combined budgets in 1973 of \$55 million, and called for "bold new strategies" for increasing missionary effectiveness in the future.

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Spirited Session Resolves  
20 Committee Proposals

2/21/74

NASHVILLE (BP)--A four-year study by the Southern Baptist Executive Committee's special Committee of Fifteen culminated here--almost--in a day-long, spirited session which covered 20 of 23 recommendations on Southern Baptist agencies.

The 64-person Executive Committee failed to resolve the final three recommendations--including one to dissolve the 15-person subcommittee when a quorum failed to remain in the committee room in the late-afternoon phases of the final day.

Final deliberations on the three leftover recommendations of the much-discussed Committee of Fifteen report will take place at the Executive Committee's next meeting before the annual meeting of the Southern Baptist Convention (SBC) in Dallas in June.

As the first order of business, the Executive Committee accepted a recommendation to refer to the appropriate agencies an 86-page section of the report listing of "concerns" regarding the operations of the agencies.

The agencies are asked to respond to the Executive Committee in writing regarding the "concerns" by February, 1975.

Another recommendation, calling for appointment of a committee to study the Executive Committee itself, was passed and will be forwarded for action by the Southern Baptist Convention at Dallas.

Under provisions of the recommendation, the Executive Committee requests the convention to authorize the officers it elects in 1974 to appoint a committee of seven persons, widely experienced in denominational life, to study and evaluate the Executive Committee and report back to the convention in 1975. No current Executive Committee members would be eligible to serve on the seven-person committee.

The Executive Committee postponed until February, 1975, a recommendation which would have asked the convention to alter Bylaw 9 (5) (g) to allow the Executive Committee, when deciding budget allocations, to study the agencies' "long range program objectives, budget year program goals and action plans and past year program accomplishments reaching previously set goals and action plans."

The postponement was voted after Duke McCall, president of Southern Baptist Theological Seminary, Louisville, and others urged the proposed change in the bylaw receive a full hearing before the Executive Committee votes, to prevent misunderstandings and hidden pitfalls for agencies.

In a companion recommendation, the Executive Committee gave approval to planning a conference for appropriate agency representatives to discuss the implications of the proposed bylaw.

The Executive Committee responded affirmatively to a request that it ask its administrative subcommittee to study trustee-board and trustee-staff relationships and make more clear the duties of those who serve SBC agencies, develop a procedure under which the convention could replace elected agency members who do not attend meeting or who disqualify for other reasons, and study the selection process of the SBC's committee on boards.

A preamble statement on the recommendation from the Committee of Fifteen said, "Our study convinces us that some of these trustees and commissioners are not deeply enough involved in the affairs of their agencies. Occasionally some trustees are negligent and indifferent and some executive officers tend to assume trustee powers."

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The Executive Committee also approved a recommendation to study possible revisions in the structure of the Inter-Agency Council, a body authorized by the convention's Bylaw 13 to serve as the organization through which the various agencies of the convention correlate work.

The Administrative Committee of the Executive Committee will study the Inter-Agency Council, in consultation with SBC agency executives, and bring recommendations to the Executive Committee for any necessary changes in Bylaw 13.

Moving into policies of convention agencies in investment of funds, the Committee of Fifteen noted, "The total investment of all Southern Baptist agencies in stocks, mortgages, bonds, etc. is about \$426,607,044. About three-fourths of this amount is trust funds held by the Annuity Board. The balance is endowment or reserve funds.

"We note the Annuity Board has developed a carefully drawn set of guidelines which it uses in making investments. We feel that similar sets of guidelines should be developed by all agencies having relatively large sums of money to invest. This would assure Southern Baptists that trust funds are being invested in proper financial ways consistent with the social and moral purposes of the convention."

The Executive Committee approved a recommendation to ask the convention to make provision in its Business and Financial Plan to require all agencies to develop such guidelines.

In other actions on Committee of Fifteen recommendations, the Executive Committee:

--Agreed to ask its Administrative Committee to study redistribution of internal work of the Executive Committee.

--Agreed to instruct its Finance Committee to study, in consultation with the Stewardship Commission, the commission's involvement in providing consulting services for raising money for churches for building purposes, discuss it with the Executive Committee's Program Committee and report to the Executive Committee.

--Agreed to authorize its Finance Committee to study the retirement plans of the Annuity Board and other agencies, with the help of professional consultants, if deemed necessary, and report these findings with recommendations to the Executive Committee.

--Passed two companion recommendations on the six SBC seminaries:

1. That the Executive Committee study the formation of an inter-seminary council composed of both presidents and appropriate trustees and that it instruct the Program Committee, in cooperation with seminary presidents, to fully discuss the possibility of such a council and report back to the Executive Committee by February, 1975.
2. That the Executive Committee request the seminaries to study the possibility of charging tuition for all persons enrolled in advanced degree programs and for non-Baptists and report back by February, 1976.

--Agreed to ask its Program Committee to review with representatives of the Christian Life Commission and the Baptist Joint Committee on Public Affairs the points of overlapping between the two agencies and report back with recommendations by February, 1975.

--Agreed to ask its Program Committee to give special attention to staff enlargement as budget allocations are developed, and that when increases are asked to cover staff expansion to make certain that such expansion will not add to the staff burdens of state conventions or create more pressures on the churches and that they are not undertaken to make the work of an agency more convenient or to enhance its visibility.

--Agreed to ask the Christian Life Commission and the Home Mission Board to work together to develop definitions of "Christian Social Concern" and "Christian Social Ministries," so people will understand, and report these definitions to the convention in June, 1975.

--Passed a recommendation that SBC program leaders and other appropriate executives related to church program organizations review their "task assignments," fully discuss them with appropriate Inter-Agency Council subcommittees and jointly report their findings to the convention by June, 1975, if possible.

--Agreed to ask the seminary presidents to answer as fully and as completely as possible the request made in September, 1973, for present and future plans for non-degree students.

--Agreed to request the two mission boards, the Brotherhood Commission, Sunday School Board and Woman's Missionary Union to fully discuss missions education in the Southern Baptist Convention and develop a strategy for missions education using all channels of all the agencies. The strategy would be discussed with the appropriate subcommittees of the Inter-Agency Council and jointly reported to the Executive Committee by September, 1975, if possible.

--Agreed to request the Southern Baptist American Baptist Seminary Commission to continue to work with the board of trustees of the seminary for black students in Nashville to set standards and goals to be met by 1977. That would be done with the understanding that the matter will be reviewed at that time and that Southern Baptists would consider converting their assets in the seminary to other uses which would accomplish the education of black young people in training for the ministry.

--Named a nine-member committee to develop a comprehensive missionary challenge for Southern Baptist support during the last 25 years of this century, for action by the Executive Committee at Dallas, June 10.

--Withdrew a recommendation calling for half of the financial support of the Education Commission to be provided by the Baptist colleges by 1980, and referred the matter to the commission as an area of concern for its consideration.

--Delayed until the June 10 meeting action on three recommendations by the Committee of Fifteen, because of a lack of a quorum: (1) to allow the Southern Baptist Foundation freedom to advertise their services in SBC periodicals; (2) to endorse another major organizational structure study of SBC agencies around 1980; and (3) to discharge the Committee of Fifteen.

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#### CORRECTION

In Baptist Press story mailed 2/14/74 in first line of graph 6, beginning "Initially, land equity. . .", change 50 per cent to 15 per cent.

--Thanks  
Baptist Press

NOTE TO EDITORS      NOTE TO EDITORS      NOTE TO EDITORS

#### CORRECTION

In the first paragraph of page 3 of TODAY'S mailing, beginning "A two-year study. . .," delete Woman's Missionary Union at end of graph and insert the word and before Home Mission Board. The WMU did not speak in opposition during the session to the proposed strategy review.

In graph 5 on the same page, first line, change two papers to a paper.

Thanks.

--Baptist Press

2/21/74

Baptist Press

Executive Committee Grants  
Approval for Boyce Bible School

NASHVILLE (BP)--The Southern Baptist Convention's Executive Committee approved a proposal by the Southern Baptist Theological Seminary board of trustees that a Ministry Training Center be established at the seminary.

Other action at the three-day meeting here included approval of a change in the Sunday School Board's formula for contribution to the convention's operating budget.

The proposal for the Ministry Training Center, to be called the Boyce Bible School, will be presented by the seminary's trustees to the annual SBC meeting in Dallas in June.

The Bible school will be financed within the seminary's regular budget, according to Albert McClellan, director of program planning and associate executive secretary of the Executive Committee.

He said the seminary does not intend to charter a separate school but will operate the center as part of its non-degree academic program already in existence.

Southern Seminary first presented the idea of a non-degree Bible school in June, 1973, McClellan said. As then visualized, it would have required reviving the charter of the former Carver School of Missions and Social Work, which merged into Southern Seminary several years ago.

Under this procedure, the Bible school would have operated under a separate charter from the seminary, and objections arose that this could seem like another school was being formed.

With the revised concept, which must still win approval at the annual SBC session in Dallas in June, the seminary will operate within its own charter and seek to attract Southern Baptist pastors in Kentucky and surrounding states who have had little or no seminary training.

McClellan said 53 per cent of SBC pastors have not attended seminary.

The old Sunday School Board formula, adopted originally in 1959, provided that the Sunday School Board would contribute one dollar to the convention operating budget for every \$3 to the program of Cooperative Education and Promotion Work with State Conventions. The new formula follows the same pattern for the first \$1 million and 10 per cent of all contributions over that amount.

The new formula will permit the Sunday School Board to increase its help to Baptist state conventions in new SBC areas, where Southern Baptist numbers are small and churches need strengthening.

Sullivan said it will enable the board to provide funds to employ a minimum of two persons in each Baptist state convention to promote educational ministries related to the activities of the Sunday School Board.

Although most Baptist state conventions already have more than two persons engaged in work of this type, many new SBC conventions do not.

The new formula guarantees at least \$300,000 a year from the board to the Convention Operating Budget, but the amount is expected to exceed this minimum guarantee.

The Executive Committee, in other developments, prior to devoting its last day to a report by its Committee of 15 on SBC agencies, also:

--Paved the way for the Home Mission Board to shift work in Panama to the Foreign Mission Board by making appropriate terminology changes in the two agencies' program statements. That action must gain final approval from the SBC in June in Dallas.

--Gave \$34,608, plus any accrued interest, to Midwestern Baptist Theological Seminary, Kansas City, from a bequest from the estate of the late Charles F. Hopkins. The funds will go to help ease a financial crisis at the seminary.

--Set \$715,000 as the total Convention Operating Budget, which includes budget of the SBC Executive Committee in Nashville, expenses for the annual SBC meeting, special committee expenses, legal and auditing fees and contributions to the Baptist World Alliance and Religion in American Life.

--Added a representative of Woman's Missionary Union to the representation on the convention's Public Affairs Committee.

--Increased the honorarium of the convention's recording secretary, registration secretary and the assistant to the recording secretary from \$500 per year to \$700. The Committee also increased the expense account of the SBC president, effective March 1, 1974, from \$6,000 to \$7,500, with up to \$1,500 of this amount to be used for unreimbursed travel for the president's wife for engagements where she would be invited or expected to attend.

--Sold Porter Routh, the Executive Committee's executive secretary-treasurer, the residence provided him by the Executive Committee for the past 23 years for the market price of \$50,000. The committee also transferred, in effect, \$27,000, placed earlier in an annuity plan to provide housing after his retirement, toward partial purchase of the house. The \$27,000 will be paid over the final six years of his possible term of employment, 1974-79.

--Passed a recommendation that boards of all convention agencies "shall include both pastors or other full-time church or denominational employees and those who are not pastors or full-time church or denominational employees. Not more than two-thirds of the members of any group shall be drawn from either category."

--Denied a request from SBC President Owen Cooper to "amend the convention's business and financial plan, Section VI, to permit the Home Mission Board to contact churches (only where prospective summer missionaries have membership), parents and selected individuals to solicit their support."

--Denied a request from the Radio and Television Commission that it be permitted to merchandise music in order to recoup some of the cost involved and asked the Radio and Television Commission and the Sunday School Board to "explore cooperatively the outlets of distribution to achieve a greater distribution."

--Granted the Home Mission Board's request to launch a special mail solicitation on behalf of its variety-format, evangelistic television series, "Spring Street, U.S.A.," to a mailing list of individuals who have responded to the programs.

--Approved a recommendation that the Executive Committee's Institutions Workgroup and the state Baptist executive secretaries hold a joint meeting, probably in September, to explore the Bible institute-type of education.

--Voted to launch a long-range planning program for Southern Baptist impact in the 1980s with an Impact 80s Conference, January 20-22, 1975, in Nashville, with broad-based representation from all aspects of SBC life.

--Approved a recommendation that the Executive Committee join with the Stewardship Commission to launch plans in 1974 for a Declaration of Cooperation to challenge Southern Baptist churches, through their state conventions, to make a commitment of \$150 million through the Cooperative Program (unified budget) in 1975 with the anticipation these funds will be received in 1976. The Stewardship Commission will implement the program.