



BAPTIST PRESS

News Service of the Southern Baptist Convention

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Compensation For Pastors Of Small Churches Studied

76-152

NASHVILLE (BP)--More than 70 percent of Southern Baptist pastors of churches with fewer than 300 members feel that their salaries are too low when compared to personal and family needs or to salaries of other comparable educated professionals.

That statistic is included in the findings of a recent study of compensation provided for pastors of small churches, conducted by the research services department of the Southern Baptist Sunday School Board.

The extensive survey, the first of its kind, gathered information from a sample of approximately 1,000 pastors across the Southern Baptist Convention (SBC).

The purpose of the study, according to Reginald McDonough, supervisor of the church administration department's church staff services section, is "to let churches know where they stand in comparison to other churches."

More than 21,000 of the more than 34,900 churches in the convention have memberships of fewer than 300.

The survey findings are listed according to church size and geographical region.

In one significant category, the average salaries of pastors contacted in the survey were \$3,806 when the church had 1-99 members, \$5,605 in churches with 100-199 members and \$7,294 in churches with 200-299 members.

More than half of the survey's respondents reported income from non-ministerial sources.

Approximately 50 percent of the pastors contacted in the survey indicated that their church provides some type of retirement benefits, while 23 percent are provided hospitalization or medical insurance.

Total compensation (salary plus other benefits) tends to be highest in the North-eastern and Western regions of the country, according to the survey.

Other categories listed in the report include benefits or provisions for car expense, travel, utilities allowance and time off for revivals and additional education.

"Smaller churches do not love their pastors less than larger churches," McDonough says, "but they often have more difficulty providing adequate compensation. Although other factors are involved, inadequate information is a big part of the problem.

"Hopefully," he adds, "this information will help church members take a look at what they provide their pastor and then act responsibly to provide him with adequate compensation."

The results have been published in a booklet by the board's church administration department, and copies are available for 50 cents each, which covers mailing and printing costs.

Singles Draft Proposals
For Churches and Agencies

NASHVILLE (BP)--Single adults, meeting in simultaneous Single Adult Conferences at the two Southern Baptist conference centers in Ridgecrest, N. C., and Glorieta, N. M., adopted a series of recommendations for consideration by Southern Baptist churches and agencies.

For the first time, the Southern Baptist Sunday School Board's Sunday School department asked for the single adult recommendations and will study them.

Single adult committees presented the recommendations to 1,245 of their number at Ridgecrest Baptist Conference Center and some 2,000 at Glorieta Baptist Conference Center.

Both committees expressed need for increased support materials, specifically in the form of a leisure-reading periodical for single adults. Also, it was noted that Bible study curriculum applications should more closely consider the lifestyles of singles.

Training emerged as a needed priority, with the Ridgecrest singles requesting the Sunday School Board to train selected lay single adults as specialists to assist churches and associations in single adult work. The Glorieta recommendations committee requested a task force from the convention, which would function to assist in formulating local church ministries to singles.

Both committees recognized the importance of single adult work at all denominational levels, from Southern Baptist Convention (SBC) agencies to the local church. The Sunday School Board was asked to define and communicate areas of responsibility for single adult work assigned to its various departments.

All state Baptist conventions were asked to provide materials and personnel for single adult work, as well as a list of resource persons on state and local levels.

Associations of churches were asked to develop guidelines for a referral list of Christian experts in the fields of law, medicine and other areas of everyday concern.

Committee members noted the reciprocal relationship of the local church to single adults, in that singles need both to be ministered to and the opportunity to minister. Singles were encouraged to participate in available training sessions, and church leaders were asked to be aware of qualified singles who want to serve in the total ministry of the church.

Ridgecrest committee members voiced a need for indepth Bible study opportunities to be made available by the local church on weekdays.

Other areas of concern were the identity and visibility of singles within the local church, criteria for churches to determine whether they need a singles ministry, and publicity of single adult work.

Laura Styles of Atlanta, Ga., presided over the Ridgecrest committee and David Potts of Fort Worth led the Glorieta committee. Leaders of the Sunday School Board's Sunday School department chose a random sample of churches, and staff members within each church recommended the committee representative.

During the three-day conferences, committee members were available to receive ideas and suggestions from conferees.

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Texas Baptists Elect
Stewardship Leader

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9/15/76

DALLAS (BP)--The adoption of a record operating budget of nearly \$25 million for 1977 and the election of a pastor to head the state's stewardship program were the main items of business of the Texas Baptist Executive Board meeting here.

Lory Hildreth, 59, pastor of the 2,500-member First Baptist Church, Texarkana, Tex., was elected director of the stewardship commission of the Baptist General Convention of Texas.

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He succeeds Cecil A. Ray, who left the position in January to become general secretary-treasurer of the North Carolina Baptist Convention.

A native of Illinois, Hildreth has been active in Southern Baptist and Texas denominational life. He is a present member of the Foreign Mission Board and was formerly on the Home Mission Board.

In Texas, he sits on the board of the Baptist Standard, the state denominational publication, and is a former vice president of the state convention.

In other business, a charge of unhealthy government encroachment upon Baptist institutions was leveled by an educator-layman.

Don Anthony, ending his term as chairman of the Texas Baptist Christian Education Coordinating Board, said the federal government is extending its controls into areas which have traditionally been the prerogatives of the institutions.

"In all sincerity, I believe that the greatest threat to religious freedom in America is the growth of a massive federal bureaucracy whose regulations take on the force of law and have resulted in an increasing interference in the affairs of our institutions," he said.

The ambitious \$24.6 million budget for 1977 represents a 10 percent increase over the 1976 budget. Receipts received thus far in 1976 total almost \$1 million over the budgeted amount.

The 1977 budget includes 34.75 percent, or \$8.5 million, for world wide causes through the Southern Baptist Convention's national Cooperative Program unified budget.

In addition to the regular operating budget, Texas Baptists will be challenged to dig down a little deeper and give \$1 million toward an advanced budget, which is proportioned in the same manner as the operating budget.

The latter includes an allocation for "Good News Texas," the intensive evangelistic effort being readied to reach every Texan with the gospel in 1977.

Board members gave a standing ovation of appreciation to John J. Hurt, editor of the Baptist Standard, for the past 10 years. Hurt has announced his retirement and committee has been appointed to find a successor.

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Religion Writers Confer
National Awards

Baptist Press
9/15/76

HOLD FOR RELEASE UNTIL SEPT. 19

MINNEAPOLIS (BP)--The Religious Newswriters Association (RNA) honored religion editors of three daily newspapers during the organization's annual awards dinner here at the Radisson Hotel.

James Robison, religion editor of the Chicago Tribune, won the RNA's Supple Memorial Award, named in honor of James O. Supple, late religion editor of the Chicago Sun Times; Gerald Hay, religion writer for the Hutchinson (Kans.) News, won the Cassels Memorial Award, named for the Louis Cassels, the late religion editor of United Press International; and the Arizona Star in Tucson, Gene Luptak, religion editor, won the Schachern Memorial Award, named in honor of the late Harold J. Schachern of the Detroit News.

Citations and \$100 checks were presented to each winner.

Nine persons, mostly news editors from across the nation, judged the awards for the RNA, which is comprised of religion writers who cover religion for the secular press in the U. S. and Canada.

Last year's award winners included Miss Lee Kelly, The St. Petersburg (Fla.) Times, Supple; Glenn Gilbert, Ann Arbor (Mich.) News, Cassels; and the Houston Chronicle, Louis Moore, religion editor, Schachern.

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The board of managers of the RNA, The Supple Board, holds the annual awards competition. Members include Richard Ostling, Time Magazine, outgoing president of the RNA; Ken Briggs, The New York Times; Ms. Marjorie Hyer, The Washington Post; Ben Kaufman, Cincinnati Enquirer; Mrs. Robbie McCoy, Michigan Chronicle, Detroit; and Mrs. Lee Steele, Toledo (Ohio) Blade.

W. A. Reed, The Tennessean, Nashville, is president of the board of managers and outgoing first vice-president of the RNA.

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Mondale Urges Federal
Family Policy Evaluation

By Agnes Stewart

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9/15/76

DETROIT (BP)--U. S. Sen. Walter F. Mondale, stumping for the Carter-Mondale Democratic presidential ticket in President Gerald Ford's home state, called for an evaluation of federal policies on family life during a black Baptist convention in Detroit's Cobo Hall.

The vice presidential candidate, addressing the 96th annual session of the National Baptist Convention of America, said, "We need an administration that makes the family a number one priority in its order of business. There is no adequate substitute for a family. When the family is in trouble so are all other institutions, including the church." He accused Republican administrations of policies which hurt American family life.

Mindful perhaps of the resentment of leaders of the National Primitive Baptist Convention, which met in Detroit the previous month and accused presidential candidate Jimmy Carter and Mondale of ignoring a commitment to address them, Mondale spoke to some 2,000 Baptists before making a major speech to the United Auto Workers political action unit, also meeting at Cobo Hall.

He said it was fitting that he was invited by the convention's Social Justice Commission, "because nothing is more needed than the simple concept of social justice."

Mondale drew polite but restrained applause.

Evoking somewhat more emotion was convention president, James Carl Sams, who followed the Minnesota senator to the podium to deliver what is always the focal point of the yearly event, the president's message.

Head of the organization for nine years, Sams also dwelt on the need for family solidarity. "Homelife is gone from our nation, respect and discipline are lacking," he warned. "Someone has failed, but not because God has turned his back on us. We have failed because we have not let God into our lives. We must open the door and let God in. We must do what he wants us to do, go where he wants us to go," Sams stressed.

In a report from the convention's Foreign Mission Board, Robert H. Wilson of Dallas, secretary treasurer, reported financial advances. The convention, which places heavy stress on missionary outreach, set a budget goal last September of \$500,000 for foreign missions. Wilson announced receipts of \$156,698 in a nine month period, almost \$56,000 more than was reported in any 12 month period.

Major attention will now be given, Wilson said, to program development, including summer missionary opportunities for high school and college students, enlistment of medical personnel for field clinics, and increased financial commitment for upgrading salaries and facilities on foreign fields.

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Evangelism and Relief Funds
Appropriated at FMB Meeting

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9/15/76

RICHMOND (BP)--During its September meeting here, the Southern Baptist Foreign Mission Board appropriated more than \$110,000 for special evangelism-related projects overseas and \$86,173 for world relief.

The board also heard a report from a visiting Japanese Baptist leader and reports from several staff members.

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In his report to the board, Baker J. Cauthen, executive director, commented on the death of Chairman Mao Tse-Tung of China.

"The world will wait with great interest as China finds her way into her future," said Cauthen, who served as a missionary to mainland China from 1939 to 1945. "Whatever may occur, it is our hope and prayer that the future may offer more opportunity for Christian witness and for freedom of worship and that the developments for the future may be in the direction of peace," he said.

Cauthen and George H. Hays, the board's secretary for East Asia, welcomed and introduced Shu Ichi Matsumura, chairman-elect of the Japan Baptist Convention and pastor of Toki Wa Dai Baptist Church in Tokyo, who addressed the board.

A former vice president and current executive committee member of the Baptist World Alliance, Matsumura commended Southern Baptists for their evangelistic efforts in Japan, including the sending of missionaries and financial assistance through the years.

He reported that even though the Japan Baptist Convention is moving toward complete self-support, Japan Baptists look forward to "an even closer relationship" between the convention and Southern Baptist missionaries.

Of the more than \$110,000 in special evangelism appropriations, \$60,000 will be used in evangelistic efforts in the Brazilian cities of Niteroi and Belem, \$35,000 will purchase paper for the ongoing Bible-printing efforts in South Brazil, \$10,000 is for special projects in evangelism in the western South American countries of Chile, Colombia and Ecuador, \$3,000 is for an evangelistic emphasis in Trinidad, \$2,000 will be used to distribute Bibles and Bible portions during an international industrial fair in El Salvador, and \$1,300 will allow distribution of Bibles and scripture portions to disaster victims in the Philippines.

The \$86,173 appropriated for world relief includes \$50,000 for disaster relief efforts following an earthquake and tidal waves in the Philippines, \$25,000 for food and supplies to aid refugees in Guadeloupe, who evacuated their homes when the volcano La Soufriere threatened to erupt, \$5,000 for a well-digging project in Upper Volta, \$2,500 to provide board and schooling for refugee children in Niger, and \$3,673 for reconstruction efforts in Guatemala following February's earthquake.

The board also heard a report from Louis R. Cobbs, the board's secretary for missionary personnel. Cobbs reported that even though the total of 194 missionaries appointed this year is 10 less than the same period last year, large numbers of appointments anticipated for October and November, should bring the year-end total close to last year's record 265 appointments.

"Last year was the largest year of appointments in the history of the Foreign Mission Board," Cobbs said. "While it is customary to experience a decline following a record year, such seems not to be the case for 1976."

Cobbs also reported that increasing enrolments on all six Southern Baptist seminary campuses, totaling more than 7,460 men and women for the fall, offers encouragement for contacts with missionary candidates.

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SBC Educators Disagree
With Federal Interference

(See related story on page 3 of today's
Baptist Press)

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9/15/76

DALLAS (BP)--The outgoing chairman of Texas Baptists' Christian Education Coordinating Board has leveled strong charges against federal interference in the field of private higher education.

Don Anthony, vice-president for academic affairs of Texas Eastern University, Tyler, told the executive board of the Baptist General Convention of Texas that he views this federal trend with a "great deal of concern."

His assessment was endorsed by two other educators, Ben C. Fisher of Nashville, Tenn., executive director-treasurer of the Education Commission of the Southern Baptist Convention (SBC), and Abner V. McCall, president of Baylor University, a Baptist school in Waco, Tex.

"The accelerated growth of a federal bureaucracy, with increasing regulatory power but not responsible to the electorate, has resulted in the rapid extension of federal controls into areas which have traditionally been the prerogatives of the institutions," Anthony said.

"To a great degree," he added, "these controls are essentially unrelated to the issue of federal funding."

Anthony made his comments as he completed a six-year term on the coordinating board, which coordinates the work of the eight Baptist colleges and universities and one academy operated by the 2-million-member Texas Baptist convention.

McCall was not present for the meeting but said in a telephone interview that the problem of bureaucratic regulations is becoming so serious that the major organizations of colleges and universities are meeting to discuss the situation.

He is a member of a newly appointed committee of the Southern Association of Colleges and Schools which met in Georgia to deal with what he termed the "growing over-regulation, sometimes almost capricious regulation, by the Department of Health, Education and Welfare (HEW), Department of Labor Internal Revenue Service (IRS) and even the Corps of Engineers."

Both public and private colleges are alarmed, McCall said. A national meeting is planned soon in Phoenix, Ariz.

Fisher, also not present at the meeting, said in an interview, "I agree with Dr. Anthony and Dr. McCall. We need to take an extended look at this whole question because all private institutions, including the church itself, are feeling more and more governmental pressure." He cited such areas as employment policies and "the IRS's amendments of regulations defining 'integrated auxiliary of a church,' which threaten to put the government, for the first time, in a position of, at least by inference, saying what a church is."

Fisher said the SBC Education Commission and the Association of Southern Baptist Colleges and Schools (ASBCS), will watch developments closely. The ASBCS is made up of 71 Southern Baptist educational institutions from California to Virginia, including 53 junior and senior colleges which all belong to regional accrediting associations, such as the Southern Association of Colleges and Schools.

McCall, citing an example of over-regulating, said one federal regulation requiring equal facilities for the handicapped led to a requirement that all campus buildings be renovated to incorporate elevators or ramps. When schools protested that it would cost more than \$2 billion to do this renovation, he said, the federal government backed down and said that only in new construction must this provision be made.

McCall said the arbitrary demands of these federal agencies are "costing colleges and universities millions of dollars a year at a time when cost of education is a concern for all of us."

Baylor has even run into problems involving the peaceful Brazos River, which flows through its campus. McCall said the Corps of Engineers has said that all requests for projects along the river must come to it for approval.

A man who was trying to build a wharf for a small floating restaurant was told it would take six months to get action on his request, McCall said.