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News Service of the Southern Baptist Convention

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78-184

Chronic Stress, Long Hours  
Lead to 'Work Salvation'

By Jim Lowry

NASHVILLE, Tenn. (BP)--Southern Baptist ministers preach "by grace are ye saved," but the number of hours worked and chronic stress continually endured by many point undeniably toward an unconscious 'work salvation' approach to their ministry.

"Many Southern Baptist pastors, without realizing it, try to earn innate worth by long hours of service," Fred McGehee, consultant in career guidance for the church administration department at the Baptist Sunday School Board, said at a conference on stress.

"Pastors try to earn grace and innate worth from congregation members," McGehee said, "and they end up exhausted and unfulfilled, for some reason unclear to themselves. Admiration can be earned, but unconditional love is a free gift."

Chronic, long-term stress, commonly ignored or denied by pastors daily, was the subject of the in-depth seminar at the Sunday School Board to provide guidance for pastors who want to manage stress.

McGehee defined stress as a barrage of events which an individual considers to be threatening, followed by another barrage without a break for rest.

"Idealism and altruism gradually wear away over the years in the face of chronic stress," McGehee said. "Christian ministry becomes wooden--just another job to be done."

"Consequently, since the minister has to earn his worth, he feels legitimate only when functioning in the midst of the fray," he said. "He secretly feels that he has no worth unless he is working."

"Stress is presently aggravating the problem of limited self-knowledge and low self-esteem so common among ministers," McGehee explained. "But for the most part, because of a minister's physical stamina and problem-solving ability, he has anesthetized his emotions until he feels no pain."

"The minister's values are success oriented," he said. "He is on the way to the top, wherever that is, and it is not because God is there " in many cases.

Ministers and foreign missionaries attending the stress conference studied several areas related to stress, including what it is and how it affects persons physically and spiritually. Each person also explored the origins of his or her own stress to determine solutions for managing it. Creative use of rest and leisure, spiritual renewal, priorities in ministry and improving decision-making were other topics considered to aid ministers in dealing with stress.

Successful ways of effectively dealing with stress by resting between successive barrages on the ministers' emotions were encouraged by utilization of local "support systems."

McGehee said most stressful situations don't seem as critical to ministers when they can share their concern with someone else.

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Different levels of support need to be consciously blended into the ministers' support system, McGehee explained. Ministers have intellectual needs, confessional needs, social needs and spiritual needs which can be met by different people in the church and community. Pastors need people to relate to them as friend and peer, instead of just pastor and spiritual leader.

Mobility, choice of vocation, urbanization, scheduling and reluctance of openness all contribute to the difficulty of establishing an adequate support system, according to McGehee.

All persons need two basic kinds of support, McGehee said—earned esteem, or the feeling of usefulness, and innate worth, or unconditional love.

Different stress factors and the uniqueness of individuals dictate the necessity of different support needs for ministers, McGehee explained. The ministers must exercise caution to balance the fulfillment derived from both areas, however, to avoid the 'work salvation' way of life.

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Colorado Baptists Put  
Spotlight on Bold Missions

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11/10/78

DENVER (BP)--The Colorado Baptist General Convention adopted a record \$1.3 million budget, spotlighted Bold Mission Thrust and passed resolutions on tuition tax credits, human rights, world hunger, broadcasting and Middle East peace.

The budget includes an anticipated \$770,601 in receipts from Colorado churches through the state's Cooperative Program unified budget, with 25.5 percent of that amount going to worldwide missions through the Southern Baptist Convention's national Cooperative Program.

The convention spotlighted the SBC's Bold Mission plan to reach the world for Christ in this century and emphasized language-culture missions, culminating in the election of Frank R. Mendez, pastor of First Spanish Baptist Church, Greeley, Colo., as second vice president.

John Upchurch, pastor of Temple Baptist Church, Denver, was re-elected president.

The resolution on tuition tax credit to parochial school's opposed it on grounds of violation of separation of church and state and praised stands taken against it by President Jimmy Carter and Joseph A. Califano, secretary of the Department of Health, Education and Welfare.

The statement, declaring that the 96th Congress will reintroduce the issue even though the 95th Congress let it die, urged defeat of future proposals. It urged Southern Baptists to express their views in writing to their congressional representatives.

The world hunger resolution called for prayer support of the Southern Baptist Convocation on World Hunger, Nov. 20-21, at Ridgecrest (N.C.) Baptist Conference Center, and urged churches to observe the second World Hunger Day, Aug. 1, 1979.

It further urged Baptists to "exercise responsible Christian citizenship in influencing legislation" related to hunger at home and abroad and to "give generously" through the Southern Baptist Foreign Mission Board's world hunger relief program.

Elected "messengers" to the Colorado convention also went on record urging support of the human rights declaration passed by the SBC at its annual meeting in June in Atlanta and urged Congress to incorporate the public interest standard into any rewrite or new bill regarding the 1934 Communications Act as it affects the broadcasting industry.

The 1979 Colorado convention will meet Nov. 13-15 at First Southern Baptist Church, Colorado Springs.

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## Brotherhood Responds To Merger Proposal

MEMPHIS, Tenn. (BP)--Trustees of the Southern Baptist Brotherhood Commission honored the memory of their late Executive Director Glendon McCullough, named a search committee to nominate a new chief executive, and responded to a proposal to merge the Brotherhood Commission and the Sunday School Board.

Trustees unanimously adopted a motion presented by Bobby Eklund, pastor of First Baptist Church, Hurst, Texas, responding to a proposal under study by a joint committee of the commission and the Sunday School Board to merge the two agencies.

As an interim response to the proposal, trustees urged the committee to make the study with one primary purpose in mind--"How may men and boys in local Baptist churches be enlisted and encouraged in an even greater way in missions and ministry?"

"As commissioners, we have the strong impression that this purpose can best be served if the Brotherhood Commission maintains its present status as a separate agency," the trustees declared. "If, however, careful study indicates that a merger would be more beneficial for the ongoing ministry of men and boys in local churches, then we will eagerly endorse a merger."

Trustees urged the study committee to "exhaust every resource in making the most thorough study of all aspects of the possible merger" and requested the committee to share its findings with the full Brotherhood Commission before releasing the findings elsewhere.

In discussion prior to adopting the motion, trustees urged the study committee to include laymen in a proposed survey to discover Baptist attitudes and opinions toward the proposal.

"I strongly urge you to get input from lay persons to this study--they are the ones most directly affected," said Harold Coday of Springfield, Mo.

The proposal to merge the two agencies was made by George Bagley, executive secretary of the Alabama Baptist Convention. The Southern Baptist Executive Committee referred it to a joint committee from the two agencies, asking for study and a report to the Executive Committee in February.

In other action, the trustees elected a new slate of officers and paid tribute to their late executive director in their first meeting since McCullough's death in a Memphis traffic accident, Aug. 23.

In memory of his leadership as executive director of the missions agency for men and boys from 1971-78, the trustees voted to begin construction of a training center at the Memphis office and to name it the Glendon McCullough Conference Center.

Trustees also unveiled a portrait of McCullough to hang in the center, adopted a resolution in memory and tribute to his contribution, and established an endowment fund to finance scholarships to enable needy persons to receive training at the new center.

A five-member search committee to nominate a new executive director was elected from the floor by the 36-member commission, which named its outgoing chairman, William E. Hardy Jr., minister of education, First Baptist Church, Columbus, Miss., to head the search. Other members are Lee Prince, Memphis, Tenn., pastor; Carl Voda, Alexandria, La., electronics firm president; Jack Deligans, mechanical engineer, Livermore, Calif.; and Jack Knox, moving van company president, Germantown, Tenn.

The trustees elected Deligans, mechanical engineer at Lawrence Livermore Laboratory, to succeed Hardy as commission chairman. Deligans also directs Brotherhood work for East Bay Baptist Association in the Oakland area.

Trustees gave a standing ovation and voted to send letters of appreciation for the work of Hardy, the outgoing chairman, to his church and his wife. Everet Lemay, Albion, Ill.,

praised Hardy for the amount of time he has spent in helping the interim work of the agency since the death of McCullough. Hardy has also served on the joint committee studying the merger.

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Arkansas Baptists  
Escalate Missions Gifts

Baptist Press  
11/10/78

LITTLE ROCK, Ark. (BP)--Resolutions had a hard time at the Arkansas Baptist Convention annual meeting but elected "messengers" re-elected their president and raised their world missions gifts for the eighth straight year.

Messengers set a record budget of \$5.7 million and added another \$850,000 advance budget for Bold Mission Thrust missions needs. They designated 41.57 percent of the regular budget to go to world mission causes of the Southern Baptist Convention. That represents a one-half of one percent increase in Cooperative Program giving.

Messengers adopted a motion asking the Arkansas executive board to prepare a plan by the 1979 meeting which would move Arkansas toward a 1985 goal of giving 50 percent of the Cooperative Program budget to national SBC causes.

Johnny Jackson, pastor of Forest Highlands Baptist Church, Little Rock, was re-elected president.

Messengers approved use of a maximum of \$15,000 from reserve funds to study the space needs of the state Baptist office building. Some discussion questioned the need to pay for a study when there were Baptists with the time and expertise to do the study without cost, and leaders were cautioned to make sure the space was needed.

A resolution opposing the ordination of women as pastors and deacons never made it out of committee. Chairman Eddie McCord, pastor of Highland Heights Baptist Church, Benton, said a similar resolution passed last year was sufficient.

A resolution reaffirming a policy adopted in 1966 against institutions and agencies accepting grants was called "hypocritical" since agencies now accept federal grants for services rendered, but it passed.

Resolutions that had an easier time were those against "no fault" divorces which make divorces easier to obtain; "filthy" television; abortion; the showing of sexually explicit films at the University of Arkansas at Fayetteville student union and against the Equal Rights Amendment.

A plan was approved for more cooperation between Arkansas Baptists and National Baptists. It called for a joint evangelism conference in January 1979; a cooperative state convention session in 1979; associational fellowship meetings; and cooperative surveys to determine specific church program needs.

The 1979 convention will meet Nov. 6-8 at Second Baptist Church, Little Rock.

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Josephine Norwood  
Dies in Richmond

Baptist Press  
11/10/78

RICHMOND, Va. (BP)--Funeral services were to be held here, Nov. 11, for Josephine C. Norwood, 65, who died less than six weeks after her Sept. 30 retirement as Woman's Missionary Union secretary for the Maryland Baptist Convention.

Miss Norwood, who had been seriously ill during the past year, had recently moved to a Richmond, Va. nursing home from the Baltimore, Md., area.

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