



## BAPTIST PRESS

News Service of the Southern Baptist Convention

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### Workers' Religious Needs Addressed by New Rules

By Stan Hastey

WASHINGTON (BP)--New guidelines requiring employers to accommodate workers' religious needs were announced by an agency of the federal government often attacked by conservatives as an example of excessive federal bureaucracy.

New guidelines by the Equal Employment Opportunity Commission (EEOC) require employers "to reasonably accommodate the religious practices of an employee or prospective employee." Failure to comply, the federal agency declared, will constitute an unlawful employment practice. The requirements took effect Nov. 1, just three days before the Republican electoral tidal wave.

EEOC has been trying since 1972 to solve workers' special problems that result from their religious practices. That is when Congress amended the Civil Rights Act to require employers to provide "reasonable accommodation" for the religious practices of employees or prospective employees unless to do so would create "undue hardship."

But the agency's efforts to implement the law were complicated by a U.S. Supreme Court ruling in 1977 in *TWA v. Hardison* which generally sided with employers' views of what constituted "undue hardship."

The new guidelines, announced after two-and-one-half years of public hearings and comment, require employers to prove conclusively they will suffer serious financial consequences by bending to the religious needs of the workers.

Among specific accommodations suggested by the new rules are use of voluntary substitutes for workers who need time off for religious observances, flexible scheduling, lateral transfers and change of job assignments.

Other matters covered by the guidelines include dietary requirements, dress and grooming habits, observation of a mourning period for deceased relatives and prohibition of medical examinations on religious grounds. Both employers and unions must exempt workers from union membership if they object to it for religious reasons.

The guidelines do not apply only to workers who belong to or practice theistic religious groups, but also encompass what EEOC calls "moral and ethical beliefs."

Jim Newton Elected  
HMB News Director

ATLANTA (BP)--Jim Newton, editor of the Southern Baptist Brotherhood Commission's World Mission Journal since 1973, has been named news editor of the Southern Baptist Home Mission Board, effective Dec. 8.

Newton, 44, also will be chief of the Atlanta bureau of Baptist Press, the Southern Baptist news service. He was assistant director of Baptist Press at the central office in Nashville from 1965 to 1973. He was press representative for the Baptist General Convention of Texas from 1959 to 1965.

Newton is a 1958 graduate of Baylor University, and he was assistant editor of the Bishop News in Bishop, Texas, while a student at Baylor.

He has written two books, including the 1981 foreign mission study, "The Way to Timbuktu," and he has written many teaching guides, booklets, pamphlets, magazine articles and brochures. He has won numerous awards for his writing, including the Frank Burkhalter Award, presented by the Baptist Public Relations Association to the top news and/or feature writer in the Southern Baptist Convention each year.

Newton is a deacon, and has been a Sunday School teacher in churches in Memphis and Nashville. He has been a national officer of the Interfaith Religious Public Relations Council. He and his wife, Pat, have two daughters, Jana Lynn and Kayla Sue.

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(BP) photo mailed to state Baptist newspapers by Memphis bureau of Baptist Press.

Minnesota/Wisconsin Baptists  
Target Date for Organizing

Baptist Press  
11/10/80

EAU CLAIRE, Wis. (BP)--Jan. 1, 1984, was set as the target date for organization as a state convention by Minnesota/Wisconsin Southern Baptist Fellowship at its 11th annual convention Nov. 7-8, according to Otha Winningham, fellowship coordinator.

The two-state fellowship, currently part of the Baptist General Convention of Texas, already has passed minimum guidelines for a convention. The guidelines specify 50 churches and 12,500 members or 70 congregations and 10,000 members as the minimum requirements.

Currently, according to Winningham, the fellowship has 99 churches and chapels and 11,077 members.

In other business, messengers adopted an \$857,126 budget for 1981, a 10 percent increase over 1980. Of the budget, an estimated \$202,511 will come from the congregations in the fellowship. Minnesota/Wisconsin Baptists will send 25 percent to worldwide causes, the same percentage as was in the 1980 budget.

Layman Charles Dunning of Neenah, Wis., was reelected president, and messengers set the 1981 convention for Emmanuel Baptist Church in Rochester, Minn., Nov. 6-7.

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The 158 messengers and 44 visitors noted construction began in early November on a fellowship building in Rochester, Minn. Land, construction and materials are expected to cost \$185,000 for the 3,860-square foot building, to be at 519 Southeast 16th St.

A Rochester contractor is building the shell of the building and Texas Baptist Men will furnish volunteer labor to complete the interior of the building.

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New England Plans  
Big Mission Fund

Baptist Press  
11/10/80

NORTH KINGSTOWN, R.I. (BP)--Messengers to the 13th annual meeting of the Baptist General Association of New England unanimously adopted a recommendation to create the New England Mission Fund.

Organizers of the foundation-type fund hope to raise \$500,000 by December 1985 to help provide land sites for new churches, down payments for new facilities and for the renovation of buildings or for special equipment. Part of the effort will be an attempt to encourage 3,000 people to contribute \$10 per month to the fund.

William Graham, pastor of the Middletown Baptist Church, Middletown, R.I., was elected president of the association, succeeding Marion Hayes, of Providence, R.I., whose term expired.

A \$10,000 challenge fund was included in the budget to help prepare for organization as a Baptist state convention by 1982, a target date that has not been voted on but toward which New England Baptists are planning. There are currently 34 conventions covering Southern Baptist work in all 50 states.

New England Baptists adopted a budget of \$1,019,292 of which \$149,600 is anticipated income from the 80 congregations of the association. Of the latter amount, 20 percent is designated for distribution through the national Cooperative Program, the same percentage as last year.

The 1981 meeting of the association will be Nov. 6-7 at First Baptist Church, Sudbury, Mass.

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Brotherhood Trustees Affirm  
Doctrinal Integrity Resolution

Baptist Press  
11/10/80

OLIVE BRANCH, Miss. (BP)--Trustees of the Southern Baptist Brotherhood Commission affirmed a denominational resolution on doctrinal integrity, agreed to cooperate with a concerned layman organizing body and elected new officers at a three-day meeting in Holiday Inn Conference Center, Olive Branch, Miss.

The resolution on doctrinal integrity, adopted on the final day of the 1980 Southern Baptist Convention annual meeting in St. Louis, exhorted trustees to "carefully preserve the doctrinal integrity" of the institution and employ a professional staff who believe in the "divine inspiration of the whole Bible, the infallibility of the original manuscripts and that the Bible is truth without any error."

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Executive Director James H. Smith said he will follow up by consulting personally with each professional staff member concerning his or her beliefs in the Scriptures.

The action to participate with a concerned layman's group within the framework of the agency received the most discussion. Trustees asked their chairman to name seven commissioners to work with the concerned laymen and to make a report at the next meeting in April.

In action a week earlier in Memphis, 101 laymen and pastors voted to organize a fellowship of Baptist men, including a charter, bylaws, temporary officers and commissioners, offices and staff, and establish a budget. Purpose of the fellowship would be to strengthen the Bold Mission Thrust of the denomination with an emphasis of working cooperatively to involve one million laymen.

Trustees of the commission chose Jack L. Knox, a Germantown, Tenn., business executive, as chairman, replacing Jack Deligans, a Livermore, Calif., engineer who served two one-year terms.

James Gardner, a Blytheville, Ark., attorney, was elected vice chairman; Fred Harris, a Hatch, N.M., farmers' market vice president, recording secretary; and Smith, treasurer.

Joining the officers on the agency's executive committee were Louls Clapper of Washington, D.C.; Wendell Crews of Athens, Tenn.; L.W. Brasington of Columbia, S.C.; Don Donalson of Oklahoma City, and Everett Lemay of Albion, Ill.

In other action, the trustees approved a recommendation of a 75th anniversary committee to use a 16-month celebration in 1982-83 to focus attention on past values and future potential of Royal Ambassadors and Baptist Men.

During the celebration beginning at the annual meeting of the SBC in June 1982, the agency will seek to lead 750,000 men and boys to commemorate the founding of men and boys' work.

The trustees also shelved an inquiry to change the name of the agency after a survey of trustees, state Brotherhood leaders and staff failed to support it. The survey was made after a suggestion a year ago to consider changing the name.

A request to the SBC Executive Committee for \$782,000 in Cooperative Program operating funds for 1981-82 was affirmed. The request, up \$102,000 or 15 percent from the 1980-81 allocations, indicated the increase would be used to combat inflation, to support concerned laymen's projects, and to increase enrollment of men and boys in missions.

The request must be approved by the SBC Executive Committee in February and in June at the annual meeting of the SBC before the increase can be granted.

Next meeting of the trustees is April 23-25, 1981, in Memphis.

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Penn-South Jersey Baptists  
Celebrate Tenth Anniversary

Baptist Press  
11/10/80

PAOLI, Pa. (BP)--Celebration of the tenth anniversary of its organization as a state convention highlighted the annual meeting of the Baptist Convention of Pennsylvania-South Jersey Nov. 6-8.

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Some 300 messengers and guests watched the historical pageant "God's People...at God's Place...in God's Time," depict the early beginnings which culminated in the organization of the convention in October of 1970 with 75 churches and about 8,500 members in three associations.

The musical, slide and pantomime drama was directed by Harold Price, state director of music and church training.

During its first decade, the convention has grown to about 16,500 members in 159 churches and chapels in seven associations, according to Ellis M. Bush, executive secretary-treasurer. During the decade, gifts to world missions through the Cooperative Program have tripled.

Bush also noted growth records were set in baptisms, stewardship and church training during the past year.

Messengers elected James E. Ward, pastor of Temple Baptist Church of York, Pa., to a second term as president, and set the 1981 convention Nov. 5-7 at Mill Creek Baptist Church in Erie, Pa.

A budget of \$1,297,994 was approved, with a goal of \$358,500 in contributions from the congregations. Of that, \$95,000, or 26.5 percent, will go to support worldwide causes through the Southern Baptist Convention Cooperative Program. SBC contributions represent a half percent increase.

Messengers passed a number of resolutions, including one deploring the philosophy and methods of such organizations as the Ku Klux Klan, American Nazi Party and Communist Party. The resolution was based on the way such organizations foster racism and acts of violence against mankind.

Messengers also adopted resolutions encouraging faithfulness and contributions to relief of world hunger, and urging Congress to restore the \$20,000 income tax exemption for foreign missionaries.

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Southeastern Seminary  
Receives Lilly Grant

Baptist Press  
11/10/80

WAKE FOREST, N.C. (BP)--Lilly Endowment Inc., of Indianapolis, Ind., has awarded a two-year, \$29,200 grant to Southeastern Baptist Theological Seminary for trustee education and development.

The grant was made by Lilly Endowment in a competitive program involving several theological schools. "It will enable Southeastern to design and implement a comprehensive program of trustee/institutional interaction and involvement," says President W. Randall Lolley. "Our program will include orientation for new trustees, a trustee-faculty-administration retreat, visits in the homes of all our trustees by the president, and the involvement of our trustees in the objective-setting and evaluation process of the seminary."

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