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N-10

Simmering feud over BJCPA
erupts anew during meeting

By Dan Martin

NASHVILLE (BP)--The simmering feud over the Baptist Joint Committee on Public Affairs erupted anew during the fall meeting of the Southern Baptist Convention Executive Committee.

The committee took five actions regarding the Southern Baptist Public Affairs Committee and the Washington-based BJCPA, including one which, if adopted, would have stripped the BJCPA of authority over its \$400,000 allocation from the SBC.

The BJCPA has been under fire from convention conservatives for several years and has undergone efforts to defund or withdraw from participation. Conservatives, now dominating the SBC, have complained the BJCPA has adopted positions contrary to SBC resolutions and is not responsive or accountable to the SBC.

The BJCPA, a coalition of nine U.S. and Canadian Baptist bodies, deals exclusively with First Amendment issues, including separation of church and state and religious liberty.

The PAC is an 18-member standing committee through which the SBC relates to the BJCPA. In 1987, the PAC was restructured, expanded and assigned additional responsibilities. In October 1987, the PAC voted 8-4 to sever all ties with the BJCPA, and, in December, conducted exploratory meetings about a merger with the Southern Baptist Christian Life Commission.

The Executive Committee, in February 1988, declined to sever ties with the BJCPA and instructed the PAC to try to work with the Washington-based group. At the same time, however, the budget of the BJCPA was cut from \$448,400 to \$400,000. The PAC was granted a budget of \$24,200 for 1988-89.

The action to immediately strip direct SBC funding from the BJCPA and give the money to the PAC for "distribution under its discretion and authority," was adopted on a 10-2 vote in the business and financial plan workgroup, which met under "background rules" that prevent direct quotation or attribution.

The motion drew lengthy and heated debate from friends and foes of the religious liberty organization. Conservatives reiterated their argument the "SBC should not directly fund what it does not directly control." The PAC comprises about one-third of the board of the BJCPA.

When the workgroup action came before the business and finance subcommittee, it again drew debate. Convention attorney James P. Guenther gave a legal opinion which said the Executive Committee does not have authority to override the SBC, which during its 1988 annual meeting approved the budget that includes a line item directly funding the BJCPA.

A compromise was worked out after subcommittee Chairman David Hankins of Lake Charles, La., said he would rule the motion out of order and urged members to work out an alternate plan.

The compromise creates a five-member committee -- to be appointed by Hankins, pastor of Trinity Baptist Church -- which will report back to the subcommittee at its spring meeting, Feb. 20-22, 1989. The study committee was directed to develop "an alternate plan to accomplish the program and distribution of funds traditionally assigned to the BJCPA and to consider such other matters concerning the PAC and the BJCPA as it deems necessary."

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Hankins told Baptist Press: "The function of the committee is to prepare should the Southern Baptist Convention want to do something different (from continuing direct funding of the BJCPA). If the convention determines to make a change, then we will have an alternate plan which could be followed."

A subcommittee member who declined to be quoted by name told Baptist Press privately the action does not presuppose a severing of ties with or a defunding of the BJCPA but is aimed at making the BJCPA and its Washington-based staff "more accountable and responsive" to the wishes of Southern Baptists.

He added he believes there were sufficient votes both on the subcommittee and on the Executive Committee to have passed the original motion by the same lopsided majority and said, "I think the (study) committee should look seriously at the 10-2 vote which clearly expressed our frustrations with the BJCPA."

Another workgroup and subcommittee member, Frank Ingraham, a Nashville attorney, told Baptist Press the "bottom line is to defund the Baptist Joint Committee." Ingraham said he had voted against the motion in the workgroup.

He added: "The stated purpose in formulation of the motion and amending it is to give the committee latitude over our future representation in Washington, including a change of status in the PAC and taking steps to create a new agency."

He agreed there is "impetus for some change in our representation on First Amendment issues in Washington."

Guenther told Baptist Press: "I offered the opinion at their request that the Executive Committee did not have the authority to modify the allocation budget of the Southern Baptist Convention, in which a line item allocates \$400,000 directly to the Baptist Joint Committee.

"The Executive Committee only has the authority to disburse the funds as the convention allocated them. The Executive Committee must recognize the sovereignty of the SBC."

Guenther said he told the subcommittee: "It seems the PAC wants to be an agency with its own staff, program statement, publication and the handling of its own money. If that is so, there are convention procedures to follow for giving it agency status."

The Executive Committee "received as information" that the subcommittee had taken action and accepted the report with little discussion and no opposing votes.

In addition to the decision, the PAC also came up four other times.

The Executive Committee declined to follow the recommendation of a referred motion from the 1988 annual meeting which would have slapped the hands of the PAC for its August 1987 action endorsing the appointment of Robert H. Bork as a Supreme Court justice.

The referred motion requested the bylaws of the SBC be changed to prohibit endorsement of candidates for either elective or appointive office.

The committee, however, reaffirmed action taken in 1976 which noted the "tradition long honored by Southern Baptists of non-endorsement of candidates for political office," and mentioned neither appointive office nor the Bork endorsement.

While the action drew no discussion in the Executive Committee plenary session, it had been the topic of discussion in the bylaws workgroup and the administrative and convention arrangements subcommittee. Both of those groups declined to adopt the bylaw changes.

Subcommittee members were told such action could "tie the hands" of the PAC in such matters as opposition to an ambassador to the Vatican or in making suggestions to governmental officials on appointments of leaders in governmental organizations, such as those opposing pornography.

Another action, adopted without discussion, noted the Executive Committee "after study and evaluation ... will continue to budget funds for the Public Affairs Committee."

Standing committees traditionally are funded through the budget of the Executive Committee, but the 1988-89 allocation budget sets aside \$24,200 to the PAC to finance meetings, a quarterly newsletter, a conference and other items on which it chooses to use the funds. The PAC is the only standing committee to have a budget, but expenditures must be channeled through the Executive Committee.

Also, in another departure from tradition, PAC Chairman Sam Currin of Raleigh, N.C., made a budget presentation during the fall meeting, which hears reports and requests from the agencies of the SBC. Currin, the only standing committee chair to make a request, asked for a 1989-90 allocation of \$75,500, a three-fold increase over the 1988-89 allocation.

Two other actions were dealt with routinely: approval of a new PAC publication, "Southern Baptist Public Affairs," and ratifying additional meetings, required because the PAC continues to be a standing committee attached to the Executive Committee, and, under SBC bylaws, entitled to only one meeting per year.

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Executive Committee passes
zero-growth CP budget goal

By Marv Knox

N-10
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NASHVILLE (BP)--Faced with mounting convention-budgeted but unfunded capital needs and stagnant resources, the Southern Baptist Executive Committee has adopted a zero-growth goal for the denomination's 1989-90 operating budget.

The Executive Committee has approved a \$137,610,000 Cooperative Program basic operating budget goal for the 1989-90 fiscal year. That amount is the same as the basic operating budget for the 1988-89 fiscal year, to begin Oct. 1.

The Cooperative Program is the Southern Baptist Convention budget that supports missionary, evangelistic, church growth and educational endeavors worldwide. The \$137.6 million goal is for the national budget, which helps fund 19 SBC entities. The state portion, which is about twice the size of the national budget, funds the ministries of 37 Baptist state conventions.

The Executive Committee approved the 1989-90 national goal during its fall meeting Sept. 19-20, "subject to review and/or modification" at its winter meeting Feb. 20-22. As approved in February, the budget will be presented to messengers to the SBC annual meeting next summer.

SBC agencies, meanwhile, have requested a total of \$148.9 million in Cooperative Program operating funds for the 1989-90 fiscal year.

Executive Committee leaders cited four primary reasons for the zero-growth budget goal -- a weak economy, a mountain of capital needs, an unexpectedly successful annuity program and denominational strife. They explained:

-- The economy. Several states where Baptist strength is greatest have been crippled by financial recession. Churches there cannot sustain unchecked growth in the SBC.

"The economy is the culprit," said Harold C. Bennett, president and treasurer of the Executive Committee. "Other factors are involved, but the economy is hurting us."

Two economic variables are involved, Bennett explained.

First, state conventions have been caught between receiving decreasing percentages from church budgets and sending increasing percentages of their own budgets to the national Cooperative Program, he said. Since 1977-78, church gifts to the program have fallen from 8.82 percent of their budgets to 8.40 percent. But state gifts to the national program have increased from 34.82 percent of their budgets to 38.69 percent.

Second, states and national entities carried budget projections from the high-inflation years of the late-1970s too far, he added. Double-digit inflation dropped before state conventions and national agencies quit budgeting double-digit expansion, although corrections were initiated in the mid-1980s.

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Consequently, state conventions are tightening their belts and sending smaller portions of their budgets to the national Cooperative Program.

Executive Committee vice presidents Ernest Mosley and Tim Hedquist explained the dual prongs of the economic thorn: "The reason there is a zero increase in the budget is because we expect a zero increase in receipts," Hedquist said. "We recognize we've been projecting at a higher rate than we've been receiving, so a zero-growth base is a corrective," Mosley added.

-- Capital needs. The SBC approved a 1985-90 capital needs budget of almost \$32 million during its 1985 annual meeting in Dallas. The money was to help construct or renovate facilities for 14 SBC entities.

The capital needs were spread over the five years and were to be paid after each year's basic operating budget was met. But only about \$5.7 million is expected to have been raised when the books close on the 1987-88 fiscal year Sept. 30. That leaves an unfunded but budgeted accumulation of more than \$18 million through 1988-89, with an additional \$8 million to be raised in 1989-90.

Of the unfunded capital needs, only \$8 million used to finance the seven-agency SBC Building in Nashville has been legally committed to pay off a loan. However, Southern Baptists have a "moral obligation" for the balance of the capital needs, leaders said, noting SBC institutions have received matching funds from foundations, based on receipt of the money.

An advantage of a zero-growth basic budget is that it allows increases in Cooperative Program receipts to help provide those capital needs funds, leaders said.

And paying off the capital needs obligations is not an option, said William F. Harrell, pastor of Abilene Baptist Church in Martinez, Ga., and chairman of the Executive Committee's program and budget subcommittee.

"We have no option but to deal with the capital improvements," he said, noting the convention approved the items in 1985. "Either we've got to pay it, or the convention's got to alter or rescind the action."

"There are none of us who is happy with a zero increase," added Charles W. Sullivan, pastor of First Baptist Church of Lenoir City, Tenn., and chairman of the Executive Committee. "But with a deficit in the promises we've already made for capital needs, some special adjustment was necessary."

Although the capital needs seem to be roadblocks to growth of the operating budget, they are vital, Bennett said: "Capital needs are not all bad. We can't function without them. The seminaries have to have buildings; we have to have office space. Ninety-nine percent of churches must have buildings to do missions."

The Executive Committee hopes to get some help on the capital needs situation. It has asked the SBC Inter-Agency Council, comprised of SBC agency heads, to "assess the current capital needs circumstances and share their observations."

-- Annuity. The Southern Baptist Annuity Board recently implemented an expanded annuity program to help churches prepare for the retirement of their ministers.

The program calls for state conventions to provide matching funds for the annuities. Officials said churches have signed up much more rapidly than the conventions anticipated, creating a drain on convention budgets.

"The long-awaited expanded church annuity plan has been much more successful than the conventions planned," Bennett said.

The success of the program has provided a good news/bad news situation, he added. It is good because more ministers are being helped. It is bad because it adds another restrictive financial factor to state convention budgets.

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-- Denominational strife. Leaders have been hesitant to say just how much of an impact the SBC's 10-year-old theological/political conflict has had on the convention's finances, although most agree it must be having some effect.

SBC conservatives have faulted moderates, such as members of the Southern Baptist Alliance, for pulling back from the Cooperative Program now that conservatives dominate the convention's trustee boards. Moderates have maintained the new leaders did not support the Cooperative Program when moderates were in control and still are not cooperative enough to support the program now that conservatives are in charge.

Politics aside, the financial trouble has been brewing for several years, Bennett said. He pointed to the economic recession, capital needs build-up and expanded annuity program -- factors unrelated to convention controversy.

"To say this zero-growth budget is the fault of any political coalition would be incorrect," he stressed.

Whatever the factors, the Executive Committee's alternatives are limited, Harrell said: "We're falling more and more behind. Common sense would tell you there's nothing to be gained by adding more money to a budget we're not meeting. We don't need to keep piling deficit on top of deficit.

"We thought it would be best to bite the bullet with a zero-based budget and count on increased income to meet our capital needs obligations."

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Executive Committee leader
asks prayer for budget plan

By Marv Knox

N-60
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9/23/88

NASHVILLE (BP)--Pray for the Cooperative Program, Charles W. Sullivan has begged of Southern Baptists.

Sullivan, chairman of the convention's Executive Committee, urged all Southern Baptists to pray for their combined budget, which finances ministry efforts around the world.

Sullivan made the request during the Sept. 19-20 Executive Committee meeting. Committee members had just approved a zero-growth goal for the program's 1989-90 basic operating budget.

If ultimately approved by messengers to the convention's annual meeting next summer, the goal will be \$137.6 million, the same as the 1988-89 basic operating budget, which begins Oct. 1.

Leaders cited economic weakness, unfunded capital needs, expanded annuity payments and denominational controversy as reasons for the zero-growth posture.

Sullivan's prayer plea followed presentations by Southern Baptist agency heads, all presenting their dire needs for funds.

"It is my personal challenge to all 76 members of the Executive Committee to enlist your churches in a special day of prayer for the Cooperative Program," said Sullivan, pastor of First Baptist Church of Lenoir City, Tenn.

"I would encourage all of the churches of our convention to earnestly pray and study how they can increase their contributions and support of the Cooperative Program.

"This is tremendously important in light of the great needs which we have with our foreign missions program and home missions program."

Sullivan's concern was echoed by the presidents of the Southern Baptist Foreign and Home mission boards.

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"These are the best of times in world missions," noted R. Keith Parks of the Foreign Mission Board. He cited a litany of advances around the world, including an average of 559 people per day baptized on Southern Baptist foreign mission fields, 16 percent growth in the number of pastors, 250 million people reached through FMB broadcasts and unprecedented cooperation among evangelical missions agencies.

"These are the worst of times in world missions that we as Southern Baptists have faced in at least 30 years," he added.

Because of "the very minimal increase through the Cooperative Program" and "lack of income" from the Lottie Moon Christmas Offering for foreign missions, missionaries and the FMB's administration have been asked to cut their 1988-89 operating budgets by 12 percent, he reported. Because of insufficient funds, requests for missionaries are down.

"These are the worst of times, because I promise you that if Southern Baptists ever begin to believe that we cannot send the missionaries and our mission program is not being supported, ... there will begin to be a downward spiral in giving," Parks said.

"Unless something happens to change the trend, and we cannot send the missionaries who want to go and have to draw back on the work that we're already trying to do, these will be the worst of times in Southern Baptist history.

"This is not the day -- when we have the greatest opportunity in our history -- to quit giving. ... This is the day to go forward.

"We're asking for an 8 percent increase," Parks told the Executive Committee. "You can't give it unless something happens to our giving. And if you don't give it, your foreign mission work will be crippled next year."

The Home Mission Board's Larry Lewis claimed the convention's "lifeline of missions is sorely and severely threatened."

"The Cooperative Program is not just a budget line. It is the lifeline of our mission work, not only in America, but around the world," Lewis said.

"One hundred sixty-seven million people in the United States are without God. Every one of them is sufficient reason to make missions the priority in our churches."

And the priority should be the same, through good times and bad, stressed Jimmy R. Allen, president of the Southern Baptist Radio and Television Commission.

"God didn't give us the Great Commission based on how our economy is doing," Allen said. "He didn't say, 'If everything is going well, go preach the gospel.'"

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Jamaica rebuilding
to start in October

By Eric Miller

N-FMB

Baptist Press
9/23/88

RICHMOND, Va. (BP)--When Southern Baptist volunteer carpenters start putting up new roofs in hurricane-stricken Jamaica in October, they also will show non-believers the way to a new life through Jesus Christ, a Southern Baptist Foreign Mission Board official said.

U.S. Baptists will work alongside non-Christian Jamaicans, as well as Jamaican Baptists, and worship services will be held at night, said Boyd O'Neal, who is in charge of enlisting volunteers for Brazil and the Caribbean at the Foreign Mission Board.

"There'll be plenty of opportunity for witnessing on a person-to-person basis and actually in preaching," said O'Neal, who spent almost a week in Jamaica surveying damage.

Hurricane Gilbert did about \$2.2 million in damage to 180 of the 270 Baptist churches and about \$273,000 in damage to 21 of the 60 parsonages in Jamaica, O'Neal said.

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Fifty church buildings no longer have roofs, and rain has fallen since the hurricane. More rain is expected in October, O'Neal said.

Board officials are collecting information on damage and making plans for volunteers to head for Jamaica in October, said Bill Richardson, FMB director for Brazil and the Caribbean.

A priority project awaiting volunteers is the Baptist high school in Kingston, which has 1,700 students. Most of the roof is gone, and the administration building, teachers' lounge and library are total losses. The books probably cannot be saved, even though school officials had spread them out to dry. Trees 30 inches in diameter "have fallen over like toothpicks" around the school campus, O'Neal said.

"We'll be getting requests for teams for the next 12 months, and it'll take 12 months to get all of it (churches, school and parsonages) built back," O'Neal said. The annual Vacation Bible School in July involving U.S. Baptist volunteers might be tied in with reconstruction teams, he added.

Meanwhile, some Baptist congregations are meeting in nearby school buildings, while others are worshipping with no roof overhead.

A collection center will be established by the Florida Baptist Brotherhood department in Fort Lauderdale or Miami, Richardson said.

"If Southern Baptists could send a shipload of zinc roofing down to Jamaica, it would be a fine thing," O'Neal said. Zinc roofing has sold out in Jamaica, and it outlasts the new aluminum roofing being used there. In addition, nails, which have "gone sky-high" in price, and lumber are needed, he added.

The farmers need seeds for peas, brown beans, pinto beans and rice, as well as hoes and rakes, Richardson said.

Some buildings have insurance, but none has more than 25 percent of the damage covered, O'Neal said.

About 60 percent of Jamaica was without water and lights when O'Neal left the island Sept. 22. A 7 p.m. curfew still was in effect to reduce looting.

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Baptists minister in Mexico
to Hurricane Gilbert's victims

By Orville Scott

Al. Texas

Baptist Press
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SAN FERNANDO, Mex. (BP)--Southern Baptists expanded their disaster relief operations last week to victims of Hurricane Gilbert over a wide area stretching from San Fernando near the northeast coast of Mexico to Monterrey, Mexico, and Donna, Texas, in the Rio Grande Valley.

At the request of the National Baptist Convention of Mexico and Mexico officials, Texas and Louisiana Baptist mobile kitchens, along with Salvation Army canteens, moved quickly into the wind- and flood-ravaged San Fernando and Mendez areas about 75 miles south of Brownsville.

The disaster relief crews, assisted by volunteers from Bethany Baptist Church of San Fernando, fed 2,000 meals on their first day of operations. By the end of the week, the total had risen to 6,000 per day, said Jerry Bob Taylor of Stanton, Texas, on-site director for the Texas Baptist disaster relief program.

"Our procedure is to handle the food preparations and encourage the local Baptists to be up front serving the food," said Bob Dixon, director of the Texas Baptist Emergency Task Force. "After we're gone, the people in their community will remember that the Baptists ministered to them in the name of Jesus, and it will strengthen their witness."

On request of the governor of the Mexico state of Nuevo Leon, the Oklahoma Baptist disaster relief unit was moved to Monterrey, where flooding caused by Hurricane Gilbert claimed at least 200 lives and left many people homeless and without food.

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Throughout the disaster relief operations, the Baptist volunteers saw evidence of what Taylor called "the wondrous nature of God's timetable in action."

In the wake of the storm, Taylor was considering the process for informing Mexican officials of Baptists' disaster relief program. He went to the Brownsville, Texas, airport to announce that Baptists would assist with an airlift of food to people marooned by floodwaters.

Suddenly, Mexico Consul General Enrique Michel arrived. Taylor introduced himself and explained that Baptist disaster relief units capable of feeding more than 10,000 meals a day were waiting at nearby Cone Oasis Encampment. However, Taylor explained, the volunteers had not anticipated going to Mexico and had not brought birth certificates or other documents.

"I'll take care of that," said the official.

A short time later, a Baptist and Salvation Army convoy moved across the border and into San Fernando guided by the son of the director of the Mexico state police and George Gavito of the Cameron (Texas) County Sheriff's Department.

Residents of San Fernando swarmed alongside the convoy, applauding as it moved through the streets of the city of 60,000 people. San Fernando Mayor Mario Alberto Garcia Barrera assured relief volunteers that his office would provide whatever was needed to help them feed hungry people in his city and area.

Because the disaster relief team had moved so quickly, they had time to secure only one translator -- Isaac Torres, Texas Baptist partnership missions consultant. But fortunately, a young National Guardsman from McAllen, Texas, who had come to check on the welfare of relatives offered to remain to serve as translator. The following day as Texas Baptists shared the gospel with him, the young man accepted Christ as his savior.

The same day, Texas Baptists carried hot food to a shelter at a technical school where about 200 people were housed after their homes in the La Laguna area were destroyed. They told of one family of seven who survived by clinging to a floating tractor tire and a man who survived by clinging to a rock while others in his family were swept away.

Torres and Ricardo Garcia, pastor of Bethany Baptist Church in San Fernando, the only Baptist congregation in the city, shared the plan of salvation with a teacher who was assisting the group. She prayed to receive Christ as her savior.

Volunteers gave thanks for what they considered "another demonstration of God's miraculous power" when the Louisiana team exhausted its supply of food at Mendez. Cal Jones, the on-site director, and other Baptist volunteers prayed with the mayor of the city for a solution. Soon a truck arrived from Brownsville with 6,000 pounds of food. They learned that Gavito in Brownsville had felt a compulsion to send the food to them, even though he had not been asked to do so.

Louisiana Baptist volunteers were feeding about 1,000 meals per day to people in Mendez and 13 communities where people had been marooned. Seven of the communities were still accessible only by boat late last week.

The initial Texas Baptist disaster relief team at San Fernando was relieved after their first week by a second team of volunteers led by John LaNoue, Texas Baptist Royal Ambassador director, as on-site director.

Meanwhile on request of Jerry Johnson, director of missions for Rio Grande Valley Baptist Association, the disaster relief unit of Wichita Falls (Texas) Baptist Association was moved to an area near Donna, where a tornado spawned by the hurricane left a number of people homeless. Volunteers from First Baptist Church of Texas City also assisted tornado victims in clean-up operations.

Lockard becomes 5th
staffer to resign CLC

By Dan Martin

N-10

NASHVILLE (BP)--W. David Lockard has become the fifth staff member of the Southern Baptist Christian Life Commission to leave the agency since early June.

Lockard, 62, submitted his resignation effective Oct. 17, a week before newly elected Executive Director-Treasurer Richard Land takes over day-to-day operation of the Southern Baptist Convention's moral and social concerns agency Oct. 24.

The veteran denominational worker and former foreign missionary told Baptist Press he "did not want to leave the Christian Life Commission. Who would want to leave this near retirement? But you get a sense of what is best, and this is certainly best for me."

Lockard will become a staff representative of Sabbath Stewardship Ministries, a stewardship promotion organization headquartered in Arlington, Texas. He will remain in Nashville and represent the group east of the Mississippi River.

"I am leaving because of the low comfort level and the low security level (at the CLC)," he said. "The word was leaked to the staff during the interim (following former Executive Director N. Larry Baker's June 10 resignation) that it might be prudent for the staff to look for other opportunities. I took that very seriously."

He added he had waited until after the annual meeting of CLC commissioners Sept. 13-14, to determine if his staying could serve "any redemptive purpose. My low comfort level was not helped in any way by the things I heard (at the meeting). There was not any sign of direct affirmation or support for any of the current staff."

"Some commissioners might be supportive, but the meeting did not reflect any sign of support for the staff," he said. "It (the meeting) made me think the future could be pretty tenuous."

In his letter of resignation, Lockard said: "For 36 years, Southern Baptists through the Cooperative Program have made it possible for me to follow God's calling my Christian ministry. I am grateful the 15 years I served as president of the Baptist theological seminary in Zimbabwe and the 14 years as director of missionary orientation for the Foreign Mission Board.

"The past seven years have been good ones as I have been able to help Southern Baptists through the Christian Life Commission to apply biblical truth to a wide range of moral and social concerns and to help them become more aware of the ethical imperatives of the Christian faith."

Lockard told Baptist Press he had "not felt in all of these years that I was a hired hand, but that I was in shared ministry along with fellow staff members and board members, all of us accountable to God and all accountable to all Southern Baptists."

The native of Houston is a graduate of Baylor University, Waco, Texas, and received a bachelor of divinity and a doctor of theology degrees from Southwestern Baptist Theological Seminary, Fort Worth, Texas. He served in the U.S. Marine Corps from 1943 to 1946. He was appointed a foreign missionary in 1952 and resigned in 1981 to join the CLC staff.

On the CLC staff, Lockard was associate director and director of organization. He oversaw the national seminary and other conferences, dealt with race relations, biomedical ethics and moral problems confronting teenagers, and was the CLC's official liaison with other SBC agencies. He is the current secretary of the coordinating committee of the SBC Inter-Agency Council.

Lockard's wife, Susi, is editor of children's Sunday school materials for the Southern Baptist Sunday School Board in Nashville.

Lockard is the fifth elected staff member to leave the agency since early June. Others include Baker, associate directors Tim J. Fields and John Young and Shirley Young, administrative assistant. Only two staff members remain, Robert Parham, associate director who is interim director, and Larry Braidfoot, associate director and general counsel.

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Parham told Baptist Press: "Southern Baptists are losing a gifted minister with a global perspective committed to racial equality, justice and reconciliation from Jackson to Johannesburg. He leaves a most problematic situation for a most promising concluding period in his distinguished career."

Lockard said he received encouragement and has positive feelings about Land, but had "some honest differences" with the new executive. "What would happen later, if he gave us a (theological) litmus test, I don't know."

Land said he is "sorry to see" Lockard leave. "The search committee (which selected him to lead the CLC) asked me about the staff and whether I would fire them or ask them to resign. I said I wasn't going to fire anybody. I don't believe in firing people.

"I told them I would sit down with the staff, and I did that for two days after I was elected. I told them as far as I was concerned, we could go forward from here."

Land was asked if he had been told by any commissioner whether messages had been sent to the staff to seek other employment. "They told me they thought the new executive director would have the options concerning the staff, that they were not going to tie my hands with staff, old or new. They told me they told the staff that the new executive would have the option of who would be and who would not be staff, but what was said beyond that I do not know."

He added that the "most objective observer could not have come away with the feeling there was wholehearted or universal support for the current staff" during the annual meeting.

Joe Atchison, director of Baptist associational missions in Rogers, Ark., and new chairman of the CLC, said Lockard's resignation was a surprise. He added he had not had the opportunity to talk with Land about the staff, but said, "As far as the commission is concerned, Richard is in charge of the staff."

Atchison added, "Formally or informally, I have not had any conversations with the staff about their employment."