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News Service of the Southern Baptist Convention

NATIONAL OFFICE

SBC Executive Committee
901 Commerce #750
Nashville, Tennessee 37203
(615) 244-2355
Alvin C. Shackelford, Director
Dan Martin, News Editor
Mary Knox, Feature Editor

BUREAUS

ATLANTA Jim Newton, Chief, 1350 Spring St., N.W., Atlanta, Ga. 30367, Telephone (404) 873-4041
DALLAS Thomas J. Brannon, Chief, 511 N. Akard, Dallas, Texas 75201, Telephone (214) 720-0550
NASHVILLE (Baptist Sunday School Board) Lloyd T. Householder, Chief, 127 Ninth Ave., N., Nashville, Tenn. 37234, Telephone (615) 251-2300
RICHMOND (Foreign) Robert L. Stanley, Chief, 3806 Monument Ave., Richmond, Va. 23230, Telephone (804) 353-0151
WASHINGTON 200 Maryland Ave., N.E., Washington, D.C. 20002, Telephone (202) 544-4226

August 11, 1989

89-119

Sunday School Board trustees
turn aside try to fire Elder

By Toby Druin

N- Texas Std.

GLORIETA, N.M. (BP)--Southern Baptist Sunday School Board trustees turned aside from an attempt to fire President Lloyd Elder Aug. 7. But while expressing support for his presidency, they rebuked him for what they perceived to be his involvement in denominational politics.

A motion by Trustee Joseph T. Knott III, an attorney and member of Providence Baptist Church in Raleigh, N.C., to fire Elder was withdrawn after almost an hour of discussion and parliamentary maneuvers with no decision.

The trustees did approve a six-point statement prompted by trustee Larry Holly, physician and member of West End Baptist Church in Beaumont, Texas, who sent out a mailing of more than 40 pages of criticisms and questions of Elder in July and presented a motion for Elder's censure to the board's general administration committee, which reviews Elder's performance and makes recommendations to the full board.

The statement unanimously recommended by the committee and approved by the board:

-- Expressed regret for Elder's "judgment and timing" regarding actions concerning a \$400,000 gift from the board to the Southern Baptist Executive Committee last February to pay on the Southern Baptist Convention Building debt. The actions, which questioned if the board would have made the gift had it known the Executive Committee had discretionary use of funds such as Baptist Joint Committee on Public Affairs budget allocations, were perceived as "political activity."

-- Requests Elder to present a documented explanation of his action regarding the \$400,000 gift.

-- Instructs Elder to seek a "balance" in denominational political viewpoints in speakers, writers and authors enlisted by the board and to "instruct" all to "refrain from agitating the political climate within the Southern Baptist Convention.'

-- Recommends that a committee be appointed to draft an instrument to use to evaluate the performance of the president.

-- Encourages trustees with grievances against Elder to take them to the general administration committee for consideration in his annual performance evaluation.

Dan Collins, trustee and attorney from Taylors, S.C., added an amendment to the statement, which was approved, stating the trustees' support of Elder and pledging their efforts to work for the success of his presidency.

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Collins said that with approval of the statement the trustees had drawn a "bright line" with which to evaluate Elder in the future.

Holly's mailing and censure motion prompted the statement. The mailing, which he gave to the press at Glorieta, contained more than 40 pages of letters, news stories, articles by Holly and a 12-page "history" he had written of the last six years of the board -- Elder's tenure.

The material included reference to a 1985 controversy surrounding comments on Job in a Sunday school quarterly; comments about Elder's confrontation with three former SBC presidents after a Nashville press conference in February 1988; comments Elder had made in letters and press releases, which Holly interpreted to be political; and references to a new controversy over a Golden Gate Baptist Theological Seminary professor's comments about the development of monotheism in the summer 1989 issue of the Biblical Illustrator magazine.

Holly and his material questioned what he perceived to be Elder's support of the moderate element in the SBC and his opposition to recent elected presidents. But the mailing focused principally on Elder's actions regarding the \$400,000 gift.

The gift was approved by the Sunday School Board in February after Elder -- acting on information he had gleaned as chairmann of the SBC inter-agency council and from a report of the SBC Executive Committee program and budget subcommittee -- reported the Executive Committee faced an emergency in paying the debt for construction of the four-year-old SBC Building.

The program and budget subcommittee had announced that in light of a shortfall in capital funds and Southern Baptist Cooperative Program unified budget giving, it would reduce the 1989-90 allocations to each agency by 2.05 percent and apply about \$2 million off the top of Cooperative Program receipts to the building debt retirement.

Acting on that information, the Sunday School Board trustees approved the \$400,000 gift with the stipulation that none of the funds were to go to replace the funds cut from the budget of the Baptist Joint Committee.

When the Executive Committee met the following week, a move was made to delete \$340,000 more of the Baptist Joint Committee's budget and redistribute it to some other SBC entities.

Elder reported to Executive Committee President Harold C. Bennett that if the Executive Committee had discretionary use of the budget funds, then the emergency appeal had been misrepresented to the Sunday School Board and its trustees might want to reconsider the \$400,000 gift.

The subsequent vote by secret ballot on redistribution of the the SBC budget failed by a one-vote margin and Elder's word to Bennett was interpreted as political manipulation by some.

Elder explained to the general administration committee that he had not violated the board's directive in the matter of the \$400,000 gift and the committee accepted his explanation. As a part of the statement presented to the full board, the committee asked Elder to present his explanation.

In his presentation, however, Elder, who said he was not sent copies of Holly's mailing but had obtained a copy on his own, went beyond the matter of the gift to respond to other charges made by Holly.

He said he was concerned that all of the members of the general administrative committee were agreed on their perception of his political activity. He said he felt he could explain each instance cited if given the time to set the context.

He denied Holly's implications, however, that a crisis exists in board leadership or his relationship with the trustees.

"I have the highest regard for trusteeship," Elder said. "There have been times that I have disagreed with you. And when I do, I trust you want me to say no."

He said he resented the continual rehashing of things previously dealt with and supposedly disposed of by the board and said he did not feel that an attempt by a single trustee to rewrite the six-year history of the board served the board well.

"I want to say to you that we do not have a crisis," he said. "The president is doing acceptably well given the playing field."

His words would be no explanation to some of his critics, Elder said, adding he was at the mercy of the board. But he urged them not to throw away the relationship he has been able to achieve with board employees.

Gene Swinson, pastor of Hillcrest Baptist Church in Augusta, Ga., and later others took exception to Elder's references to Holly. Swinson asked that they be stricken from the record, but his motion was opposed by Collins, who said Holly had "opened himself up" with his mailing to the trustees.

Others opposing Swinson's unsuccessful move to strike Elder's comments were Wayne North, pastor of Emmanuel Baptist Church, Tucson, Ariz.; Wayne DuBose, pastor of Summer Grove Baptist Church, Shreveport, La.; and Tommy Taylor, pastor of London Grove Baptist Church, Virginia Beach, Va.

Elder also was asked to explain instances interpreted as political involvement. During that explanation, Knott made his motion for dismissal. He asked that Elder be dismissed as president and the office declared vacant.

Knott said Southern Baptists look to the Sunday School Board to carry out their wishes, and the trustees have one way to control the board -- through the election of a president.

"The only question we have is, 'Do we have the best man in the president's chair, the best man to reflect the convention's wishes, the best man for the job?'" Knott said.

He charged that in Elder he had seen a pattern of behavior "at times openly hostile, sometimes less, but always resistant to new or newer trustees."

Holly, who in his history of Elder's presidency, said it was "imperative" the board "be led by a man who will walk in concert with the great presidents being elected by our convention," supported Knott's motion for dismissal.

Bill Anderson, pastor of Calvary Baptist Church in Clearwater, Fla., spoke against the motion as did Collins, who compared it to using a nuclear weapon. "We don't have to deal with this in such a catastrophic way," he said.

C.B. Scott, pastor of First Baptist Church of Pound, Va., spoke for it and also defended Holly, saying that had not Holly raised the questions someone else would have. He said the real issue is literature, that in his opinion the SBC has the best methods but is not producing literature that is on the cutting edge of evangelistic outreach.

"We need someone at the head (of the SSB) who understands that," Scott said, supporting the motion to dismiss Elder.

A series of parliamentary moves developed, with calls for a ballot vote, then a secret ballot, then a move to table, another for prayer before the vote and another to postpone action until the following morning.

Trustees disagreed over which motion took precedent. A vote on tabling the motion, supported by Knott, lost by a 47-31 vote. Another on a 15-minute recess was defeated 43-32.

Then Knott rose and asked that his motion be withdrawn. He later told the Baptist Standard, Texas Baptists' weekly newsjournal, that he had been encouraged by others around him to make the withdrawal.

Argument followed as to whether the motion was still Knott's or belonged to the body at that point.

Nolan Kennedy, trustee and attorney from Monterey, Calif., said board members owed it to Elder, who had sat through all the discussion, to tell him what they thought.

Holly replied that a vote not to dismiss Elder would not be a vote to affirm him, a point also made by Swinson.

In the midst of the debate, Chairman Warren Hultgren, pastor of First Baptist Church of Tulsa, Okla., put the withdrawal motion to the board and it was approved by voice vote.

Hultgren told the Standard later that he considered the outcome a "victory" for the board and affirmation of Elder's leadership. In his opinion, the letters sent out prior to the meeting had called for Elder's dismissal, and avoiding that was a "clear victory," he said.

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SSB trustees elect 5 staffers,
approve internal reorganization By Linda Lawson

N-SSB

Baptist Press
8/11/89

GLORIETA, N.M. (BP)--Trustees of the Southern Baptist Sunday School Board approved an internal reorganization and elected five employees to new staff positions, all without opposition, during their semi-annual meeting Aug. 7-9 at Glorieta (N.M.) Baptist Conference Center.

"The thrust of the reorganization is on product development, marketing and distribution," President Lloyd Elder told trustees. "The role of the Sunday School Board is to structure itself, establish priorities and allocate resources in such a way that we impact results in local churches."

Creation of an office of marketing and distribution was authorized and Jimmy D. Edwards, 51, elected vice president. The office will include the present book store division, which operates 62 Baptist Book Stores nationwide, a new marketing division and a distribution services division.

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A 20-year employee, Edwards has been vice president for church programs and services since 1987. Before that, he was vice president for publishing and distribution for six years.

"Edwards' workload and competence will focus on the areas of his greatest strength: marketing, sales, distribution and customer relations," said Elder.

Named to direct the distribution services division was Andy Dodson, director of the Broadman marketing services division since 1977.

A native of Oklahoma, Dodson, 50, will be responsible for distributing board-produced materials to churches to strengthen relationships between the board and customers by maintaining prompt, efficient delivery systems.

"Customer service is my thing," said Dodson. "We are doing a great job in some areas, but we need to improve in others."

Establishment of a marketing division was approved to carry out marketing, marketing research, sales, advertising, publicity and promotion functions for all board products and services.

Elder said he hopes to propose a candidate for division director at the February 1990 trustee meeting. "We are committed to filling this post with a highly skilled, well-trained person, probably from outside the board," he said.

Johnnie C. Godwin, director of the Holman Bible publishing division since 1984, was elected vice president for general publishing, a new office that will oversee all non-curriculum publishing of the board, including Holman, Broadman products, Genevox music, Church Information Systems computer services for churches and the Baptist Telecommunication Network.

Godwin, 52, came to the board in 1970 as editor of youth Sunday school materials. He later was a supervisor and then director of the Broadman products department. Since assuming leadership of Holman, sales have almost doubled, from \$5.4 million in 1983-84 to \$9.4 million in 1987-88.

"Johnnie Godwin's performance is his best recommendation," said Elder. "He has demonstrated hard work and stability during difficult times and, more recently, creativity and momentum during highly productive days of Bible publishing."

Gary W. Cook, vice president for church program organizations since 1987, was elected to head a restructured office of church programs and services, which will focus on curriculum publishing and other services to churches. Cook will oversee the work of the Sunday school division, church services division and the church training -- whose name is changing to discipleship training Oct. 1 -- church administration, church music, special ministries, family ministry and student ministry departments.

Cook, 46, has been employed by the board since 1981. Before that, he was pastor of four churches in his native Oklahoma. In his present position, he has worked with the Sunday school division to propose improvements in curriculum to be implemented in October 1991.

Cook was unable to attend the trustee meeting due to the death of his mother.

In recommending Cook, Elder called him a "very conscientious churchman. He is committed deeply to the Baptist Faith and Message statement. He understands the authority in our lives is Holy Scripture."

Robert M. Turner, a 31-year veteran of the board, was elected assistant vice president for church programs and services. A certified public accountant, Turner will be responsible for budget planning and financial management for the office and continue to direct the church services division, which includes Glorieta and Ridgecrest (N.C.) conference centers and the church recreation, church media library, church architecture and church programs services art departments.

Since joining the board in 1958 as corporate budget analyst, Turner has been internal auditor, manager of the organization and methods department, manager of the systems department, manager of the accounting and control department and director of the conference center division before assuming his present position.

Elder said the reorganization enables the board to be organized by functions rather than product lines, as at present. Goals in implementing the new structure include maintaining present customers, expanding the business of the board and penetrating new markets, he said.

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

Budget, publishing projects
approved by SSB trustees

By Jim Lowry

N-SSB

Baptist Press
8/11/89

GLORIETA, N.M. (BP)--Items related to budget, publishing projects and changes in periodicals received the attention of Southern Baptist Sunday School Board trustees in their semiannual meeting at Glorieta (N.M.) Baptist Conference Center Aug. 7-9.

The 1989-90 budget of \$183,694,000 was approved, representing an increase of 6.9 percent over projected income for 1988-89.

The business and finance committee also reported that revenues for the first nine months of 1988-89 are behind budget expectations but 3.6 percent ahead of last year. Bright spots in the financial picture included Holman Bible Publishers, where sales are 4.5 percent ahead of last year, Church Information Systems computer equipment and software and the Baptist Telecommunication Network.

The network's income was cited as particularly encouraging, with an 18.7 percent increase reported over the previous year. The number of new subscribers totaled 250, for a net increase of 167 for the first nine months of the fiscal year.

After a discussion about the 1988 decision to stop scrambling the signal for the network, trustee Larry Holly, a physician from Beaumont, Texas, moved to "authorize and empower the board that they notify non-subscribing churches convention wide ... that recording for replay is illegal and unethical."

Telecommunications department Director Joe Denney said some churches have said in telephone conversations that they wer cancelling their subscriptions because they could now receive the signal free.

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In other business, an average price increase for church literature of 7.0 percent was approved by trustees to be effective in April 1990. Mahlon Morley, chairman of the business and finance committee and a banker from Belle Plaine, Kan., said an increase of 9 to 10 percent in the price of paper used in board publications is anticipated in the next year.

The church program organizations committee made 16 recommendations to trustees regarding changes in selected periodicals, including deletion of The Quarterly Review magazine, published by the church administration department. The annual handbook issue of The Quarterly Review -- July-August-September -- which contains historical and demographic information about the Southern Baptist Convention, will be published as an annual product distributed through both direct and book store marketing channels.

A new periodical approved by trustees is Growing Churches, a quarterly magazine for pastors, church staff and church program directors. Growing Churches, which will be produced by the church administration department, will be available in October 1990.

Trustees also approved without opposition a motion by Louisiana trustee T.C. French, a pastor from Baton Rouge, affirming the administration response regarding an article on the development of monotheism, or belief in one true god, which appeared in the summer issue of "Biblical Illustrator" magazine.

The article, by Robert L. Cate of Golden Gate Baptist Theological Seminary, was criticized by trustees for being "inconsistent with the biblical revelation." The motion also recommended "that as soon as possible, a new article reflecting the biblical view of monotheism be printed in the Biblical Illustrator."

Harry Piland, director of the Sunday school division, said Cate said he had failed to communicate his strong belief in biblical monotheism in the article.

A question was raised by one trustee as to whether Cate should be used again by the board as a writer.

Nolan Kennedy, an attorney from Monterey, Calif., said: "Dr. Cate is a lighthouse in California. He speaks devoutly and lovingly of God's word."

Trustees also agreed no action was called for by the administration about a concern raised regarding selection of Daniel Vestal, pastor of Dunwoody Baptist Church in suburban Atlanta and a candidate for president of the Southern Baptist Convention in 1989 in Las Vegas, Nev., to write the 1990 Baptist Doctrine Study textbook.

Trustees were told Vestal was first contacted in 1984 about writing the book and formally was enlisted in 1987 before he announced any intention to be a candidate for SBC president.

Trustee Dan Collins of Taylors, S.C., said, "There is not a thing we would want to do. We need to be firmly on record that we don't care who runs for president of the Southern Baptist Convention."

In other business, trustees approved an average increase of 5.4 percent for 1990 rates at Ridgecrest (N.C.) and Glorieta Baptist conference centers.

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Also, trustees approved \$132,224 for use over the next two years to carry out a year-long celebration of the 100th anniversary of the Sunday School Board.

A resolution of appreciation for Herschel H. Hobbs was approved unanimously by trustees to honor the former SBC president for his 21 consecutive years as author of Studying Adult Life and Work Lessons. In this time, Hobbs has written 84 volumes containing comments on more than 1,000 Bible study lessons.

Trustee Dean Mathis of Hobbs, N.M., urged trustees to leave the meeting "saying good things about" curriculum materials. He cited an adult teacher in Taylor Memorial Baptist Church, where he is pastor, who led a man to Christ using material in his teacher's quarterly.

Also, trustees approved funding for the continued development of The New American Commentary, which will be published beginning in 1991. Editor Michael A. Smith reported that early market research for the 40-volume commentary is positive, indicating potentially good sales in numerous markets.

Trustees will meet again in February 1990 at the board offices in Nashville.

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SSB trustees approve non-employee
to administer student guidebook

By Al Shackelford

N-CO

Baptist Press
8/11/89

GLORIETA, N.M. (BP)--In an unprecedented action, trustees of the Southern Baptist Sunday School Board have given administrative control of one of its publications to a non-employee.

During their Aug. 7-9 meeting at Glorieta (N.M.) Baptist Conference Center, trustees directed the student ministry department to publish an addition to the "Baptist Student Ministry Guidebook" and named Max Barnett of Norman, Okla., as managing editor.

Barnett, director of the Baptist Student Union at the University of Oklahoma, will approve any writers and a field consultant to implement an evangelistic and discipleship approach to student ministry.

The action marks the first time a non-employee has been given authority to exercise total editorial control over a publication. Barnett is an employee of the Baptist General Convention of Oklahoma.

The recommendation to publish the addition and name Barnett was presented by Floyd E. Hughes, pastor of Immanuel Baptist Church of Caledonia, Mich., during a meeting of the board's church program and services committee and later during the plenary session.

In the February 1989 meeting of the committee, Hughes distributed "A List of Concerns" about Baptist Student Union he said had been prepared by six full-time BSU directors. Some of the 10 concerns related to claims evangelism and discipleship need a higher priority in student work.

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The SSB administration was asked to respond to the concerns. Their response was mailed to committee members July 24 and was presented during the Aug. 8 meeting by Charles Johnson, director of the student ministry department. The response made no recommendations.

After hearing the staff response during the Aug. 8 meeting, Hughes moved "that the student ministry department be directed to publish an addition consisting of the Barnett team approach to the present guidebook; that Max Barnett of the University of Oklahoma serve as the managing editor of said book and that he approve any writer who will contribute to this section of the 'Baptist Student Ministry Guidebook'; and, that he be given adequate pages to develop the addition. Further, that he approve a field consultant to implement the new approach; said consultant to be paid by student ministry, a department of our Sunday School Board. Further, that the process to bring about this addition to the 'Baptist Student Ministry Guidebook' begin immediately following its approval."

The term "Barnett team approach" was inserted into the motion during the committee meeting. However, other than to indicate the term referred to evangelism and discipleship, trustees did not discuss the proposed content of the addition.

Biographical information on Barnett was not presented to trustees. Barnett, a native of Texas, has been BSU director at the University of Oklahoma since 1967. Previously, he was BSU director at Parkland and Methodist Hospitals schools of nursing, Southwestern Medical School and Dallas Baptist College in Dallas.

He is a native of Littlefield, Texas, and a graduate of Texas A & M University in College Station, and Southwestern Baptist Theological Seminary in Fort Worth, Texas.

The committee approved the recommendation, which was presented to the full board Aug. 9.

During board discussion, Don Dilday, director of missions in Conroe, Texas, moved to postpone a vote until the board's February meeting. "I do not want us to set a precedent. We need to involve our administration in employment," he said.

The motion to postpone was opposed by Larry Holly, a physician from Beaumont, Texas, and by Dan Collins, an attorney from Taylors, S.C.

Jerry Brown, a counselor from Bayfield, Colo., expressed his concern with the precedent of placing a "non-employee in a management role."

Kirk Humphreys, an Oklahoma City businessman, urged immediate action, stating that the matter was "taken to the administration six months ago and they did nothing."

The motion to postpone was defeated and the committee's recommendation was passed on a voice vote with some opposition.

The matter resurfaced later during miscellaneous business when Bill Anderson, pastor of Calvary Baptist Church of Clearwater, Fla., expressed his hope that the trustees could leave their meeting in agreement on this issue.

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Trustee Chairman Warren Hultgren, pastor of First Baptist Church of Tulsa, Okla., said his interpretation was that "we precluded the normal process" by not involving the administration.

J.B. Miller, pastor of Pleasant Heights Baptist Church of Columbia, Tenn., asked whether the Barnett material could be incorporated into an enlarged edition of the present guidebook or would have to be printed as a separate addendum.

Jimmy Edwards, vice president for church programs and services, said that printing a larger guidebook is possible.

In the discussion, Dilday said his concern was not Barnett or the content of the material. "I'm talking about a principle, the way we do business. There is no reason we cannot wait until February." He added he could not make a motion to reconsider the earlier vote because he had voted against the recommendation.

At that point, Holly moved to adjourn "to get us past an impasse. We have already acted, quite overwhelmingly." A majority of the trustees voted to adjourn without further discussion.

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HMB trustees approve
Atlanta staff reduction

Mark Wingfield

N-HMB

Baptist Press
8/11/89

ATLANTA (BP)--Faced with an \$8.2 million cut in 1989 expenditures, trustees of the Southern Baptist Home Mission Board voted Aug. 9 to eliminate 28 positions from its national staff.

While 15 of the positions are vacant, 13 employees will be affected directly by the reduction. Of those 13, eight will be transferred to other board positions and five have no other assignments.

The 28 positions -- 8 percent of the Atlanta staff -- were deleted from about 380 positions for staff, national missionaries and national consultants. No field missionaries cooperatively funded with Baptist state conventions are affected, said board President Larry Lewis.

At the March 1989 board meeting, Lewis announced plans to trim the agency's 1989 budget by 9.69 percent, or \$8.2 million, to bring expenditures in line with projected income for 1989 and 1990.

Since that meeting, the Atlanta staff's operating budget has been cut \$5.8 million, and cooperative agreements with state conventions have been trimmed about \$700,000. At the August meeting, Lewis said proposing the staff reduction was a last step in the budget cutting process and "the most painful of all."

Lewis recommended the staff reduction after negotiations with vice presidents during the past two months. The trustee administrative committee began considering the proposals in a special called meeting July 10.

Trustee Nelson Price of Marietta, Ga., who presented the staff reduction proposal at the board meeting, compared the process to pruning a bush that has grown too large. "There's not an industry or firm in America that does not do this periodically," he said.

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Although the staff reduction was approved without opposition, two trustees addressed the issue in brief comments. Albert Simms of Richmond, Va., who said he personally is acquainted with a couple affected by the cutback, expressed regret at the necessity of the action.

"I've known them for years, and I know the importance of their work," he said. "I've talked with those who supervise them and have been assured there is no blot on their record.

"My concern is at the point of our board having to lose these kinds of persons. We're shortening the cords and pulling up stakes. We're lessening our ability to reach people with the gospel."

Simms said he saw no alternative to the staff reduction but wanted trustees and Southern Baptists to be aware of its causes and effects. "Let's understand the seriousness of this situation," he said. "We can do something about it when we affect the offering plate."

Lewis explained that the budget reduction and subsequent staff cuts are the result of four factors that occurred almost simultaneously to reduce the amount of income available for 1989 and 1990 budgets: gifts to the 1988 Annie Armstrong Offering for home missions were less than projected; a larger percentage of the 1988 budget actually was spent in field work than usual; less funds now are available from prior years' income to supplement 1989 and 1990 budgets; and the board will receive nearly \$1 million less from the Southern Baptist Cooperative Program unified budget in calendar year 1990 than in 1989.

Lewis said he felt it was "miraculous" that 28 positions had been cut and only five people did not have a place to go.

The board is deeply concerned about those five and will try to help them find a place of employment, he added. The board's human resources division has been assigned to assist employees who are leaving the board.

According to Lewis, employees affected by the staff reduction are:

-- Gordon Lawrence, associate director of program research department, released due to deletion of position. Lawrence has no definite plans but is looking at several possibilities with local churches and a state convention.

-- Tony Coursey, librarian, released Sept. 1, due to combining of librarian, archivist and assistant librarian positions. Coursey is considering a position in secular business in Atlanta.

-- Herman Rios, national consultant for evangelism with ethnics, released due to deletion of position no later than Dec. 31. Rios has no definite plans at this time.

-- Sam Schlegel, national missionary in experimental ministries, released due to deletion of position no later than Dec. 31. Schlegel has no definite plans but is exploring options with other ministry positions.

-- David Bunch, assistant vice president of strategy development for the extension section, released due to deletion of position at the end of 1990.

The eight others who are being transferred to other positions at the board are:

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-- Hugh Gibson, director of records management, position deleted. Gibson will be transferred to the board's office automation services as a microcomputer specialist effective Aug. 15.

-- Floyd Tidsworth, associate vice president of extension section, position suspended. Tidsworth has been transferred to the new church extension division as director.

-- Delbert Fann, national missionary in ethnic church growth and leadership development, position to be deleted Dec. 31. Fann currently is being considered for a language missionary position in a western state that would require future board action.

-- Joel Land, director of new church development department, position deleted through reorganization of new church extension division. Land was transferred to the special ministries department as associate director.

-- Bill Gordon, associate director of interfaith witness department, position to be deleted Dec. 31. Gordon will be recommended for appointment as interfaith witness regional director for the East coast, pending board approval.

-- Thomas Wright, national missionary for special projects in language missions, position to be deleted Aug. 31. Wright was transferred to the language church development department as director.

-- Dale Holloway, national consultant for bivocational ministries, position to be deleted Jan. 1, 1990. Holloway has been offered work on a contract basis with the extension section and will continue as bivocational pastor of Day Star Baptist Church in Florence, Miss.

-- Margrette Stevenson, associate vice president of services section, position to be deleted Dec. 31. Stevenson will move to another position at the board to be announced at a later date.

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HMB staff cuts: last
step in budget reduction

By Mark Wingfield

N-HMB Baptist Press
8/11/89

ATLANTA (BP)--Recently approved staff cuts at the Southern Baptist Home Mission Board are the final step in an \$8.2 million budget reduction that has dogged the steps of agency for the past five months.

"I don't foresee any further staff reductions in the immediate future," board President Lewis told employees in meetings prior to the summer trustee session. The board approved the elimination of 28 staff positions at its Aug. 9 meeting.

However, Lewis said, positions will be reviewed as they become vacant through retirement and resignation. Future priorities will be on placing missionaries on the field rather than maintaining a large office staff, he added.

Lewis announced last March the agency would reduce its 1989 budget by \$8.2 million, or 9.69 percent, to bring expenditures in line with projected income for 1989 and 1990.

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The bulk of the reduction has come from Atlanta-based operations. Initially, Atlanta employees reduced their department budgets by \$5.8 million. The staff reduction will save another \$790,000.

Although 70 percent of board funds are expended through cooperative agreements with Baptist state conventions, less than 9 percent of the budget reduction has come from board funds allocated to state conventions, he noted. About \$700,000 will be saved by eliminating positions in the states that have not been filled for two years or longer.

The remaining \$900,000 not covered in the staff reduction, Atlanta budget cuts and state budget cuts will be taken from income held over from prior years, he said.

From 1981 through 1988, the board added 97 positions on its Atlanta staff. Such expansion was typical at many Southern Baptist Convention agencies during the inflationary economy of the early 1980s, Lewis said. It also illustrates how the board came to face its current financial problems, he added.

During the early 1980s, Southern Baptists increased giving both to their Cooperative Program unified budget and the Annie Armstrong Easter Offering for Home Missions as inflation pushed personal incomes higher. As a result, board budgets increased from year to year.

In those years, income always exceeded the budget. So each year, whatever was left from prior years' income was allocated to budgets for the next two years. Lewis said this was a more practical arrangement than the board had faced a decade earlier, when it sometimes had to borrow money during the first quarter of the year before gifts to the Annie Armstrong Offering started arriving.

But by 1986, board trustees became concerned that inflation had generously left the board with too much money being carried over from previous years. They requested that administrators reduce the amount of money invested for use in future years.

Accumulated income from prior years at times reached as high as \$26 million and at other times dropped as low as \$10 million. Lewis said the board's administrative council felt the fund should be pegged at about \$18 million.

The draw-down on prior years' income was to be implemented over a three-year period, Lewis explained. This was a planned effort to wisely spend the money by supplementing ongoing work rather than haphazardly dumping it into one or two special projects that could not be carried on afterward, he said.

However, by 1988 inflation had slowed dramatically and the board faced a radically different income picture, he said.

Two factors in 1988 altered the schedule of the draw-down, Lewis said:

First, gifts to the 1988 Annie Armstrong Offering were less than projected. Although the rate of inflation was 4.4 percent that year, the offering increased only 2 percent over the previous year.

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Second, a larger percentage of budgeted funds actually was spent in 1988 than usual. Traditionally, the board spends less than 90 percent of its budgeted funds. The difference between funds budgeted and funds spent is carried over for future use.

But in 1988, field programs in the 37 state and regional conventions broke a longstanding pattern and spent from 95 to 100 percent of budgeted funds -- a difference of \$2 million.

These two factors caused the board to draw on prior years' income more than anticipated, Lewis said. Whereas the 1988 budget was planned to include \$2.05 million from prior years' income, it actually required \$5.34 million.

Because of that, Lewis and other administrators determined that supplementing the 1989 and 1990 budgets with as much money from prior years' income as originally planned would not be wise. Administrators were concerned about developing future budgets that were less dependent upon prior years' income, he said.

About the time this decision was made, the SBC Executive Committee announced it would change the way Cooperative Program budgets are set. The Cooperative Program had been suffering from the same economic turnaround in inflation that had hit the board.

The Executive Committee's change was designed to set more realistic budgets that would not count on high inflation to provide natural increases from year to year.

As a result, the board is budgeted to receive 2 percent less in the SBC's 1989-90 allocation budget than in the previous fiscal year. That translates to \$551,647 less for the SBC fiscal year.

Had any one of these factors hit alone, the board easily could have absorbed the shock, Lewis said. However, because they hit almost simultaneously, action had to be taken immediately, he said.

Budget cuts were begun in March of 1989 -- even though the budget already was approved and operating -- to protect reserve funds and to prepare for 1990, he said. Lewis is committed to continuing operation with a balanced budget, he noted, adding he also is committed to reaching Southern Baptists' Bold Mission Thrust global evangelism/ministry campaign goals of 50,000 SBC churches and missions and 5,000 home missionaries by the year 2000.

Fulfilling both these objectives will require spending less money in Atlanta to free more resources for the field, he said. The guiding principle in future budget decisions will be to protect field missionaries as the board's most valuable asset, he noted.

Although the reduction of the Atlanta staff has been traumatic, Lewis said it is a necessary part of the board's priorities on church starting, church growth, evangelism and ministry on the field.

HMB trustees seek more
involvement in hiring

By Jim Newton

N-HMB

ATLANTA (BP)--Southern Baptist Home Mission Board trustees will become more personally involved in recommending future personnel as a result of a new process adopted in their August board meeting.

Trustees also approved the reorganization of two divisions of work, deleted 28 positions from the staff organization structure and heard reports indicating income from the Annie Armstrong Easter Offering for Home Missions may exceed last year's receipts by \$2.2 million.

A recommendation that board members be sent "reference forms" on individuals from their states being considered as missionaries, board staff and chaplains prompted the most debate during the meeting. The motion moved the trustees a step closer in the hiring process.

Carolyn Byrd of Charlotte, N.C., opposed the change, expressing fear that letters from board members would be given too much weight in the approval process.

Johnny Jackson of Little Rock, Ark., chairman of the board's personnel committee, said the administrative committee had considered that aspect but was trying to respond to desires of board members who want more involvement in the selection process.

Board Chairman Ralph Smith of Austin, Texas, cautioned trustees only to respond to reference forms on candidates they knew personally and to avoid hearsay.

Ron Phillips of Hixon, Tenn., pointed out board members would be legally liable for their comments. "If we do this, let's be careful we do it with the utmost integrity," he cautioned.

Sam Hammons, an attorney from Oklahoma City, suggested that the cover letter that accompanies the reference forms caution board members on the confidentiality and legal liability involved in filling out the forms.

Board President Larry Lewis said all reference letters on personnel are treated with confidence. Direct quotes, without attribution, are included in personnel files, but the reference forms are shredded after analysis, he said.

Trustees engaged in little debate and discussion on the proposal from the administrative committee to reorganize the board's business and new church starting divisions and to delete 28 positions from the board's staff.

Albert Simms of Richmond, Va., pointed out the board was not just deleting positions from an organization; it was dealing with the lives and ministries of persons. Saying he had great difficulty approving the staff cuts, Simms said he did not believe the board could do anything else. He urged board members to respond to a plea by Lewis to go back to their churches and lead them to increase giving through the Annie Armstrong Offering and the Southern Baptist Cooperative Program unified budget.

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Lewis, in his report to the board, said the recommendation to delete the 28 positions from the staff was the final and most painful step in a long process to cut \$8.2 million from the budget. In addition to urging board members to influence their churches to increase giving to home missions, Lewis urged them to pray for the Atlanta staff and missionaries.

The staff has had a difficult year, experiencing a major reorganization in January and a 9 percent budget cut in March, Lewis said. He commended the staff for adjusting to change with "an attitude that is encouraging" and for making personal sacrifices in the process.

Board employees had suggested more than 100 proposals to cut costs, and two staff task forces still are working on ways to cut expenditures and increase funding, he said.

He also commended the staff for its commitment to missions, ministry and evangelism, noting that in September the staff will build a house for a poor family in Atlanta. Staff members have contributed more than \$14,000 in personal funds to build the house and also will conduct ministries through a Southern Baptist church in the community. No board funds are involved in the project.

Two staff members were elected by the board to vacant positions. Joel Land, former director of the new church development department, was named associate director of the special ministries department. Thomas Wright of Atlanta, formerly national consultant in language missions, was named director of the language church development department. Both Land and Wright were previously employed in positions deleted by the reorganization and staff reduction approved by the board.

Reorganization of the new church extension division combined two departments into one field servicing department, with four regional staff directors.

Floyd Tidsworth, formerly associate vice president for extension, was named director of the new church extension division. Working on the division staff will be David Benham, director of resource development, and Mark Clifton, director of project development.

Jim Hill, formerly director of the new church starting department, was named director of the field servicing department. Regional directors in the department will be Bill Long, Bill Jenkins, Tom Sykes and Ken Neibel. All previously were in positions deleted by the board.

Reorganization of the business division merged two divisions into one and created four departments instead of the eight departments in the previous two divisions.

The business division, directed by Danny Moore, now will include the information services department, directed by Bill Daniel; the marketing department, directed by Jerry Wolverton; the property department, directed by Charles Stewart, and the accounting department, directed by Laine Steedly.

In other actions, trustees appointed 90 missionaries, approved allocations totalling \$41 million for possible use of income from the 1990 Annie Armstrong Offering and heard a report that 1989 Annie Armstrong receipts may reach \$32.8 million by the end of the year.

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As of Aug. 4, gifts through the Annie Armstrong Offering had reached \$30.5 million, an increase of \$2.2 million, or 8 percent, over the amount received by the same date in 1988. Board Executive Vice President Bob Banks said that historically, the board receives 92 percent of the offering by August.

In addition to income from the Annie Armstrong Offering, Banks said, the board had received by July 31 about \$15.8 million from the Cooperative Program. Total income from all sources, including \$4.2 million from prior years, reached \$59.8 million by July 31.

Expenses for the first seven months totalled \$39.8 million, about \$11.8 million under the budget. Total income exceeded expenditures by about \$19.9 million. Banks pointed out that about \$13 million of this was from the Annie Armstrong offering which has already been allocated for distribution to field ministries later in the year, and about \$2 million was restricted income.

"This is a strong financial report, and we expect to end the year with expenditures within our \$76 million million adjusted budget," Banks said.

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FMB trustees reopen
Pennington discussion

By Robert O'Brien

N-FMB Baptist Press
8/11/89

ROCKVILLE, Va. (BP)--A subcommittee of Southern Baptist Foreign Mission Board trustees reopened discussion of the case of Greg and Katrina Pennington, who were rejected for missionary appointment June 27 in a 9-4 vote.

After closed sessions, the subcommittee issued a statement intended to dispel what trustee spokesmen called "inaccurate information" surrounding the case of the two ordained staff members of Northwest Baptist Church in Ardmore, Okla.

The statement, affirmed unanimously by the entire trustee board Aug. 9, also "keeps the door open" for possible reconsideration by the subcommittee of the Pennington's application for missionary service, according to trustee Chairman C. Mark Corts of Winston-Salem, N.C.

Corts said reconsideration would not come immediately but possibly could occur before the two-year period which rejected missionary candidates normally must wait before again seeking appointment.

Both Penningtons expressed willingness to cooperate with the process outlined in the trustee statement and said their only desire "is to see Southern Baptists united behind goals for missions and evangelism."

The subcommittee statement denied that Katrina Pennington's ordination or pressure from Oklahoma's Enon Baptist Association, which opposed her ordination, had affected the earlier vote.

It affirmed "the current board policy that ordination neither qualifies nor disqualifies for appointment," and encouraged "all qualified and God-called persons to apply for mission service with the assurance they will be given every prayerful consideration." The same subcommittee has approved two other ordained women for appointment in the past two years, Corts said.

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Since the June 27 vote, board leaders have received "an avalanche of letters" from Southern Baptists protesting the decision, Corts said. They also have received requests for reconsideration from the Penningtons, the couple's current and former pastors, Northwest Baptist Church and others.

The rejection of the Penningtons also led to the resignation of at least four members of the mission board's development council, which helps raise development funds for the agency's worldwide mission endeavors. They are national council Chairman Mary Strauss, former board trustee from Hagerstown, Md.; former trustee Henry Crouch of Charlotte, N.C.; and Larry and Kathy Crawford of Burlington, N.C.

Three of the four reached for comment expressed appreciation for the latest trustee action but said they would wait and see what happens next.

"It hurt me to resign," Strauss said. "I love the Foreign Mission Board, but I also have strong convictions about affirming the gifts and calling of women. I hope the trustees will follow through with the Penningtons. I would reconsider my resignation if the board demonstrates its means what it says about openness to accepting both ordained men and women."

Both Crouch and Crawford expressed fear the trustee board is coming to represent mainly one political-theological faction in the Southern Baptist Convention. They said they could not ask for money as members of the development council if they have doubts about the board.

"I find it hard to ask for money if I have no confidence in the process," said Crouch. "I will be glad to reconsider and look at it. But first I want some assurance this board plans to be fair and not let associations (of Baptist churches) run over us."

"I can't find it in my heart to ask for money if people in my own church, which includes ordained women, are not eligible for foreign missions appointment," Crawford said. "I'll need to see how the subcommittee's action flies over a period of time."

Those comments reflect the view of people who have written to protest the subcommittee's June 27 action.

Corts said board leaders have received more than 300 letters, virtually all protesting the subcommittee action on grounds it rejected the Penningtons because of her ordination and because the committee knuckled under to pressure from Enon Association. Letters also accused trustees of ignoring the autonomy of the local church, violating the principle of cooperative missions, overriding a staff recommendation favoring the Penningtons and adhering to only one political viewpoint.

Mrs. Pennington, minister of preschool education at the Oklahoma church, was ordained to the ministry in 1986 at the request of the church despite protests by Enon Association. The association dismissed the church from its membership. Greg Pennington, the church's minister of education, was ordained at the same time.

Corts and subcommittee Chairman Paul Sanders of Little Rock, Ark., said the rejection of the Penningtons was based on the subcommittee's view that the couple had not handled her ordination redemptively, resulting in disruption of fellowship. They said the action by the Penningtons created concern that they also might fail to defer to other Christians in delicate situations that might cause trouble on the foreign mission field. 8/11/89

"You may choose to follow your convictions, but you may not choose whether you will suffer the consequences or not," Corts said. "Consequences are going to fall if I follow my conviction. Christians have a tension between the imposition of our Christian liberty versus our responsibility to defer to our brother. I think that's a very common tension."

The Penningtons' pastor at Northwest Baptist, William Johnson, and former pastor, Phil Christopher, now of Highland Baptist Church in Louisville, Ky., attended the trustee meeting. They said Northwest Church asked Mrs. Pennington to consider ordination after a two-year study of the subject and that she experienced "God's call in that direction."

Allowed to speak to the subcommittee, Johnson and Christopher said they described the Penningtons as gentle, caring people who want to be "submissive, not subversive." They denied the couple had created divisiveness.

According to its written statement, the subcommittee "reiterated that neither Katrina's ordination nor letters from the association were the primary reason for its recommendation. The committee, with one exception, had no advance knowledge of her ordination. Two letters received from Enon Association were received by the (FMB) staff, but not read by the committee." Both letters opposed appointment of the Penningtons.

Sanders said only one subcommittee member, Gary Smith of Enid, Okla., had read the letters before the vote, since he was a trustee from Oklahoma, the Penningtons' home state.

The subcommittee statement expressed "deep appreciation for the Penningtons and their ministry" and added: "We are not doubting their call or sincerity, but need additional clarification. We regret the confidential process has moved into the public arena. We request (FMB) staff to continue confidentially consulting with the Penningtons to clarify substantive issues, working toward a recommendation to the committee even before the normal two-year waiting period if appropriate."

The subcommittee's action came after it heard Johnson and Christopher and "the concerns of several board members, including one who personally met with the Penningtons." That trustee, Barbara Cunningham, a pastor's wife and former missionary from Houston, spoke on the Penningtons' behalf.

Corts said issues involved in the personnel consultation process must remain confidential and that any decision to reconsider the Penningtons will depend on timing and response deemed appropriate by the couple and the FMB staff.

"We all were dealing with a difficult and misunderstood situation," Corts said. "We were committed to a difficult balance in maintaining the integrity of the confidential process, the integrity of the staff, the integrity of the subcommittee and the integrity of the Penningtons."

Greg Pennington's statement responding to trustee action said:

"Katrina and I would like to say that we are delighted that the door is still open for us to serve as missionaries. We are confident that in personal consultation with the staff and/or trustees we can clarify or resolve anything that might keep us from being appointed in the future.

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"We are grateful that the trustees were receptive to reconsideration. Katrina and I have been humbled by the outpouring of support from our family, church and other concerned Southern Baptists around the world. We wish to thank publicly our pastor and former pastor ... for speaking out on our behalf. And we are grateful for the opportunity the subcommittee gave them to speak."

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

FMB trustees affirm selection process; plan more scrutiny

By Marty Croll

N-FMB

Baptist Press
8/11/89

ROCKVILLE, Va. (BP)--Southern Baptist Foreign Mission Board trustees in their August meeting cleared the way for requiring the agency's staff to scrutinize prospective missionaries' beliefs more closely.

Also during their three-day meeting near Richmond, Va., trustees revived the possibility Greg and Katrina Pennington eventually could be appointed as foreign missionaries; divided \$2.4 million of the 1988 Lottie Moon Christmas Offering funds among four regions of the world and allocated \$3.8 million to be used strategically as global priorities dictate; and appointed 24 new missionaries.

After consideration, trustees voted to accept a joint trustee-staff study committee's proposal, which emphasizes more trustee control over the staff-implemented process of missionary selection. But they stopped short of deciding to have trustees routinely interview missionary candidates about their theological beliefs.

The tougher line on issues of theology emerged despite board President R. Keith Parks' statement that the board appoints only Bible-believing, evangelism-oriented missionary candidates. "I can show you from many candidates the emphasis on proper biblical teaching, on proper evangelism," Parks told the trustees. "I am committed to the Bible. The missionaries we appoint are, too."

The committee proposal came after members spent more than a year studying the entire missionary appointment process. Among other things, the proposal encourages a subcommittee of trustees to review the process annually and present findings to the trustees' mission management and personnel committee. The committee will direct staff to routinely ask specific questions and revise application materials of missionary candidates as needed, "with immediate attention to the Statement of Christian Beliefs," according to the new policy.

The recommendations also state that the subcommittee reviewing missionary applications may, under extraordinary circumstances, ask the candidate to come to Richmond for a personal interview with the committee, an option that has existed all along but of which some trustees said they were unaware. And the proposal mandates that as part of their orientation, all new trustees should receive an explanation of such options available to them if they have questions about a missionary candidate.

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At present, board employees known as candidate consultants interview missionary candidates and lead them through the appointment process. Other staff members review candidates' files, both independently and with trustee subcommittees. Not until the week of their appointment do candidates routinely meet trustees, however, although trustees are encouraged to make contact with candidates in their states.

The joint committee that reviewed the process presented the board with eight recommendations, the first of which affirms the present process "as an excellent one that continues to grow and improve as circumstances require."

The group's original recommendations were revised after several trustees said the report did not ensure missionary candidates would be theologically sound.

Trustees considered suggestions that they personally interview candidates proposing to teach theology overseas as one way to ensure appointees believe the Bible and are able to communicate their belief. But they instead adopted language encouraging trustees to trust the staff to identify specific, predetermined parameters of belief among candidates.

Kenny Lewis of Brownsville, Texas, told other trustees how he first became a trustee seven years ago feeling it was right to interview candidates personally. But since then he has come to believe it takes too much time in travel to and from Richmond. Now he favors encouraging closer cooperation between the trustee committee that ultimately recommends candidates and the staff consultants who guide them through the process.

"As trustees, we have been remiss. Our fault is in not telling (staff) what we want," Lewis said later. "We have to work with our personnel people and define the parameters. Then if there's a glitch, we can ask them, 'OK, what happened?' This way we delegate the responsibility but not the accountability."

During discussion, board President Parks told trustees that if they decided to interview candidates personally, they would be sending a message that the board had determined to represent only one political spectrum of Southern Baptists. "Up until this point, I don't know how many letters, how many conversations I have had that have said to me, 'The one thing that is holding us together is our feeling that the Foreign Mission Board is still a mission board for all of us,'" Parks said.

"The conversation we are having here today seems to imply that we are not appointing people who believe the Bible and people who are theologically sound as theological teachers. That's not so. I really have a problem that we seem to be saying we've got some serious theological questions here that need careful attention. I do not believe that."

Parks also warned about marking theological teachers for special scrutiny: "If this board decides we are going to treat any category of missionary in a separate way, we will have made a mistake. I do not want to send anyone who is not biblically sound, whether they teach theology or not. And if our present system doesn't send sound people, then the whole system needs changing."

But he added, "I say the evidence on the field is that we're sending sound people biblically, theologically and evangelistically."

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Parks told trustees that Southern Baptists' perception could have far-reaching impact "beyond any of our comprehension." Yearly, Southern Baptists have registered a net gain in missionaries of about 100 annually, he said. But, "as of yesterday, we are 63 missionaries less than we were the first of the year."

"Part of the reason is there is already the perception that unless I am politically identified with one of the parties in the convention, I can't get appointed," Parks said.

New overseas assignments reached a peak in 1985, with 429, but dropped to 411 in 1986, 407 in 1987 and 358 last year. So far this year the board has assigned 235 Southern Baptists for overseas work.

Near the end of the meeting, trustee Frank Norman of West Point, Ga., sought a board action to affirm Parks and send "to our constituency" Parks' statement stressing the Foreign Mission Board would continue to be the channel for all Southern Baptists who want to be foreign missionaries. But trustees voted against the idea, several citing that their actions had spoken clearly on the matter.

Earlier, trustee Paige Patterson from Dallas told the trustees it is too soon to determine the implications of declining missionary numbers. "What does it mean that we were up 12.5 percent in Lottie Moon Christmas Offering this year? The only way you can explain it is in renewed confidence," he said.

"I'd like to suggest that what we may see is a dramatic increase in missionary (applications), because I've got all kinds of letters from people who've said to me, 'I don't want to apply to the Foreign Mission Board because my impression is, if you're real evangelistic they flunk you out. Now that's probably not true, but it's a perception that's out there.'"

"I think it is conceivable you could even see a marked increase (in missionary applications) within the next year. If a stronger theological statement or if greater discussion with candidates ahead of time causes people not to apply, then I have my doubts whether they should be considered to begin with."

The Penningtons, rejected for missionary appointment by a trustee subcommittee June 27, said in a prepared statement from their home in Ardmore, Okla., "We are delighted the door is still open for us to serve as missionaries."

The same subcommittee, after closed sessions, issued a statement Aug. 8 intended to dispel what trustee spokesmen called "inaccurate information" surrounding the rejection of the two ordained staff members of Northwest Baptist Church in Ardmore.

The statement, affirmed unanimously in a board action the next day, "keeps the door open" for what might lead to eventual reconsideration by the subcommittee of the Penningtons' application for missionary service, according to trustee Chairman C. Mark Cortis of Winston-Salem, N.C.

The subcommittee waived a two-year waiting period normally imposed on rejected missionary candidates but indicated the process would take time. It says substantive issues must be clarified before the Penningtons can be appointed.

The trustees' rejection of the Penningtons led to at least four resignations from the board's development council, which helps raise funds for the agency's worldwide mission endeavors. It also resulted in more than 300 letters mailed to board leaders. Virtually all the letters protested the subcommittee action, claiming it acted against the Penningtons because she was ordained and because the subcommittee knuckled under to pressure by Oklahoma's Enon Baptist Association, which opposed the ordination and later expelled Northwest church, Corts said.

The same subcommittee has approved two other ordained women during the past two years and actually based its decision about the Penningtons on the view that the couple had not handled her ordination in the most redemptive way, Corts said. The Penningtons' behavior in the matter caused concern that they might fail to defer to other Christians in delicate situations and could disrupt relationships on the foreign mission field, said Corts and subcommittee Chairman Paul Sanders of Little Rock, Ark.

Allowed to speak before the subcommittee, the Penningtons' pastor and former pastor described the two as gentle, caring people who want to be "submissive, not subversive." The pastors denied the Penningtons had created a divisive spirit.

Trustee action on the Lottie Moon funds was required because Southern Baptists gave 12.5 percent more in 1988 than in 1987. After budgeting for receipts of \$72.5 million, the board received nearly \$78.8 million. The board also allocated the final \$755,000 of the Lottie Moon funds that had been built into its 1989 budget.

Trustees approved 24 missionary appointees during a service Aug. 8 at Grove Avenue Baptist Church in Richmond. They are assigned to work in 10 countries on five continents.

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Graphic mailed to state Baptist newspapers by Richmond bureau of Baptist Press