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June 20, 1991

91-91

Bailey Smith accepts
Florida church's call

N-CO 71a

JACKSONVILLE, Fla. (BP)--Evangelist Bailey Smith has accepted the unanimous call of North Jacksonville (Fla.) Baptist Church. He will begin his new position July 21.

Smith, 52, last held a pastorate at First Southern Baptist Church in Del City, Okla. He resigned that position in 1985 to go into full-time evangelism. He was president of the Southern Baptist Convention from 1980 to 1982.

Smith has an agreement with the church to continue his Real Evangelism conference crusades on a limited basis. When the crusades are scheduled, they usually meet Wednesdays, through Fridays. Smith told the church, "I will not abuse this privilege you have given me. My emphasis will be on building this church."

The church, located on 47 acres of land, has a new 3,500-seat auditorium. Currently the church averages 1,300 people in Sunday school, but the first Sunday Smith was there, 2,700 people were in the worship service.

The church has a \$5.5 million debt, which Smith said "is a challenge. But I am accepting the pastorate with my eyes open. It is my hope to have the church debt free in '93."

Smith has had some recent health problems. He had a pacemaker installed in January of this year, but says his doctor has told him he is "a picture of health." Doctors told Smith he does not have a heart problem, but an adrenaline problem which upset the heart's rhythm. Smith said as far as he is concerned, "it is not a problem at all."

The search committee agreed to Smith's request to give him the same financial package as the last pastor of the church had.

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Southeastern's accreditation intact,
ATS continues investigation

N-CO
SEATS

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6/20/91

WAKE FOREST, N.C. (BP)--The Association of Theological Schools, having reviewed separate reports from the faculty, trustees and administration of Southeastern Baptist Theological Seminary, is continuing its examination of shared governance at the school. ATS did not put Southeastern on probation in its recent meeting.

In February 1992, the ATS commission on accrediting will combine a focuses visit to investigate its on-going concerns about the school with a previously scheduled comprehensive visit. "The school, in completing the current self-study and preparing for the visit, is to show cause why it should not be placed on probation or have its accreditation withdrawn," ATS associate director for accreditation Daniel Aleshire said in a letter to Southeastern Seminary President Lewis Drummond.

The faculty, trustee and administration reports reveal conflicting understandings of shared governance, Aleshire said. "The Commission believes that the disagreements in understanding and deficits in capacity to function are profound," he said. "The reports give the impression that the situation at the seminary may very well be worse than when the Commission first responded to the request of the ATS Executive Committee to conduct a focused visit in 1988."

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Drummond reiterated his long-standing commitment to preserve Southeastern's accreditation and said he was grateful the Commission did not put the seminary on probation. "We take all of their actions and recommendations most seriously," he said. "It is our intent at Southeastern to meet every criteria so that our relationship with the accrediting agency may become as strong and healthy as possible."

"We deeply desire quality education at Southeastern and are grateful to ATS for their guidance in these important matters," Drummond continued. "We will do all within our power to create an educational environment that will show cause why we should not be put on probation when the team from ATS visits our campus next year."

Contrary to the assessment of ATS, L. Russ Bush, vice-president of academic affairs and dean of faculty at Southeastern, said he believes the seminary has made significant progress in many areas. He added, however, ATS seems to have recognized the heart of the matter in regard to shared governance at Southeastern.

"Shared governance is difficult to implement when 'mutual trust and confidence' are impaired and when visions for the future are in conflict," Bush said. "ATS has warned us that we cannot continue to function under these circumstances, but they have also graciously given us a little more time to resolve our problems. I pray that we will be able to meet every concern by next year when the ATS review team comes to campus."

ATS will announce the exact date of its visit to Southeastern later this month, Aleshire said.

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Congressional pro-lifers
look to Bush for help

By Tom Strobe

N-CC

Baptist Press
6/20/91

WASHINGTON (BP)--Congressional pro-life forces, thwarted by two more setbacks in the House of Representatives, appear dependent on the presidential veto as their greatest hope in the battle over abortion funding this year.

The House approved legislation June 12 reinstating funds for organizations involved in abortion practices overseas.

In a foreign aid bill, representatives voted, 234-188, to give \$20 million to the United Nations Family Planning Agency. Since 1985, UNFPA has not been funded by the United States because of its involvement in China's population-control program, which practices coercive abortions.

In the same legislation, the House approved by a 222-200 vote the lifting of the prohibition on population-assistance funds to private organizations promoting abortion in under-developed countries. The program, administered by the Agency for International Development, has operated under this policy since 1984. According to AID, only two groups, Planned Parenthood Federation of America and the International Planned Parenthood Federation, have refused to agree to this restriction and thereby lost funding.

If the legislation survives the Senate, it is not expected to move past President George Bush's desk. He recently reiterated his pledge to veto any legislation easing restrictions on abortion funding.

The margin of the votes, rather than the defeats themselves, apparently proved a surprise for House pro-life observers.

"Obviously, we're very disappointed," said Marjorie Dannenfelser, staff director of the House Pro-life Caucus. "We lost some people we shouldn't have lost, some we haven't lost before."

Last year, House pro-lifers won the UNFPA vote by 26 votes, she said.

When asked what the votes reflect, Dannenfelser said, "Obviously, we lost in the elections [in 1990]. I would have to say it's not a surprise.

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"I don't think it says America is more pro-choice."

It does portend an uphill battle for Congressional pro-lifers in what appears will be a summer filled with activity on abortion funding.

In the first abortion-related floor vote this year, the House voted May 22 to require United States military medical facilities overseas to provide abortion on demand when the procedure is paid for by the client. The margin was 220-208, a shift from September 1990, when a nearly identical provision was defeated 216-200.

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Baptists prepare as cholera threatens Latin America

By Mary E. Speidel

N-FMB

Baptist Press
6/20/91

GUATEMALA CITY (BP)--While the cholera epidemic stalks Latin America, Baptists in Guatemala are bracing for the worst.

Since the epidemic broke out in Peru in late January, it has spread into Ecuador, Colombia, Brazil, Bolivia and Chile. So far about 212,000 cholera cases have been reported in South America and about 2,000 people have died. Some health officials predict as many as 40,000 people may die of cholera in the next three years.

And now world health officials warn Central America, Mexico and some areas of the Caribbean also are threatened by cholera.

Baptists in Guatemala are heeding that warning.

A delegation of Guatemalan Baptist leaders recently met with Magda Bianchi de Serrano, president of Guatemala's social welfare program, and another official, the vice minister of health, to discuss cholera prevention. Mrs. Serrano is the wife of Jorge Serrano, Guatemala's first elected evangelical president.

The group wanted to learn the government's plans for cholera prevention and how they might be able to help, said Joe Bruce, director of Southern Baptist mission work in Middle America and Canada. The delegation included Bruce, Don Doyle, chairman of the Southern Baptist mission organization in Guatemala, and three Guatemalan Baptist leaders. The meeting, held in the governmental palace in Guatemala City, was arranged by an evangelical lawyer with ties to the government.

Central America is vulnerable to the spread of cholera because of a lack of sanitation in many areas -- especially in rural areas and crowded slums, Bruce said. Since cholera reportedly is transmitted through human waste, it spreads quickly in areas with no sewage treatment or running water. Cholera bacteria contaminate drinking water and food.

If the epidemic hits Central America, "It will spread like wildfire," predicted Bruce, who is based in Guatemala.

To avoid that possibility, Mrs. Serrano and other officials asked Baptists to help in a prevention program of cholera education. Baptists also were asked to help with medicines and medical personnel if cholera strikes the region.

Guatemalan Baptists and Southern Baptist missionaries are coordinating the production of an instructional video and brochure on how to avoid getting cholera.

The video will be produced by Southern Baptist media missionaries. The brochure is being written by David Harms, missionary physician in Honduras.

Both items will be available to Baptists and missionaries elsewhere in Latin America, Bruce said. He expects the video and its soundtrack to be broadcast on television and radio throughout the region.

Meanwhile, Baptists in South America continue to help in the fight against cholera. The majority of cholera cases have occurred in Peru, with about 190,800 reported cases, and Ecuador, with close to 21,000.

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In Peru almost no new cases have been reported on the coast, but cholera has spread into the Amazon jungle, said missionary Hayward Armstrong. In Iquitos, a city on the Amazon River, some 200 people have died.

To help with needs in that region, Baptists are providing 25,000 liters of intravenous fluids, part of a 216-ton shipment of medical supplies sent by Texas Baptists in April. Cholera treatment involves rehydrating patients and fighting the bacteria with antibiotics.

Much of the shipment, sent in cooperation with the Southern Baptist Foreign Mission Board, has been distributed throughout Peru. But some of the supplies have been stored for later use, Armstrong said. Health officials predict a major resurgence of cholera in Peru next January.

Further distribution of supplies has been complicated by "increased fervor" in a medical workers' strike, Armstrong said. What began as a nurses' strike recently grew into strikes by health officials and social security doctors. In Lima, medical workers have participated in daily rioting, he said.

Baptists have suggestions for long-range cholera prevention, but haven't even been able to discuss them with government officials because of the strikes. Their ideas range from recording musical jingles with an anti-cholera theme to helping build low-cost adobe stoves for people who can't afford fuel to boil water.

Meanwhile, in neighboring Ecuador, missionary Allen McWhite has been given a clean bill of health after being diagnosed with cholera in late April. McWhite, 32, of Greenville, S.C., was the first Southern Baptist missionary diagnosed with cholera since the epidemic broke out in South America.

As cholera spreads throughout Ecuador, missionaries and Ecuadorian Baptists are distributing nearly 9,000 pounds of medical supplies provided by the Foreign Mission Board. The supplies arrived June 15 on a U.S. military transport plane from Kelly Air Base in San Antonio, Texas.

One-third of the supplies are being distributed through Ecuador's ministry of health, said Dennis Herman, administrator of the Southern Baptist mission organization in Ecuador. The remainder will be dispersed through evangelical channels, three Baptist hunger relief centers and churches in areas affected by cholera.

Besides providing medical supplies, missionaries and Ecuadorian Baptists are helping with cholera prevention. About \$7,000 in Foreign Mission Board disaster relief funds has been earmarked for a latrine building project.

"One of the big problems in Ecuador -- in the spread of cholera, parasites and diarrhea -- is that poor, rural people do not have toilets or latrines. They use the fields where they grow their food," said Herman.

In a community near the Abundant Life Baptist Center outside Quito, missionary Jim Tye and pastor Telmo Sanchez are helping residents build latrines at their homes.

"It's a cooperative effort with families in the area," said Herman.

Southern Baptist disaster relief money also has funded the production of educational literature and tapes on cholera prevention in Ecuador. The items have been produced and distributed in cooperation with MAP (Medical Assistance Program International) of Brunswick, Ga.

Besides these projects, last month five Texas Baptist men constructed 175 cholera beds and 20 medicine cabinets for Baptist distribution centers in Ecuador. Cholera beds are cots with a wooden base and plastic and nylon covers designed for sanitary waste disposal.

Missionaries in countries bordering the affected regions also are working to educate people in cholera prevention. "We don't know how extensive this epidemic will be. That's a big question mark," said Herman.

Wife of Guatemalan president
requests prayers for peace

N- F- B

GUATEMALA CITY (BP)--The wife of Guatemala's president has called on Southern Baptists to pray for peace talks in the 30-year civil war between leftist guerrillas and the government.

Magda Bianchi de Serrano, wife of Guatemala's first elected evangelical president, Jorge Serrano, requested the prayers during a recent meeting with Baptist leaders at the governmental palace in Guatemala City. The Baptist delegation included Joe Bruce, director of Southern Baptist mission work in Middle America and Canada, Guatemala missionary chairman Don Doyle and three Guatemalan Baptist leaders.

The Baptists met with Mrs. Serrano, president of Guatemala's social welfare program, and another official, the vice minister of health, to discuss cholera prevention plans. World health officials predict South America's cholera epidemic will eventually spread into Central America.

During the discussion Mrs. Serrano changed the subject to Guatemala's civil war. Peace talks have been part of her husband's political agenda since he was elected in January, but negotiations so far have been deadlocked, according to news reports.

A second round of peace negotiations between the government and rebels of the Guatemalan National Revolutionary Union began June 17 in Mexico.

Mrs. Serrano described the unsuccessful peace talks in spiritual terms, saying "the devil had blinded the eyes" of people who were trying to block peace, Bruce said. She asked Southern Baptist churches to join in praying the dialogues would bring "the signing of a just and lasting peace accord" to end the long civil war in Guatemala.

When her husband was inaugurated, he pledged to improve Guatemala's human rights record by punishing any abusers, no matter who they are.

Bruce promised to pass on Mrs. Serrano's prayer request and offered to pray with her during the meeting. Standing in a circle in the palace, the group prayed for peace in the conflict, which has killed about 120,000 people in Guatemala.

The meeting was a first between Baptist leaders in Guatemala and either of the Serranos, who are Pentecostal.

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Vision can solve
church staff woes

By Charles Willis

F-55B

Baptist Press
6/20/91

RIDGECREST, N.C. (BP)--Church staff members sharing their visions rather than focusing on roles and tasks can solve many communication problems that affect ministers' abilities to get along, a state leader told musicians at Ridgecrest (N.C.) Baptist Conference Center.

Reginald McDonough, executive director-treasurer of the Virginia Baptist General Board, told participants in Church Music Leadership Conference he sees "a lot of heartache when church staff members communicate about tasks and roles but not about vision.

"Much can be gained with dialogue about a common vision," he said.

The possibility exists, he continued, for one person on a staff to make a difference in the way ministers relate to each other as a staff.

"If your situation is not as good as you you like it to be, ask yourself what you are doing to change it," he challenged.

Rather than pulling away from the team and complaining about other people, McDonough suggested ministers demonstrate being a team player by attitude and behavior.

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"Negative issues are so powerful that they often overwhelm positive kinds of attitudes," he observed. "Just because others seem to have difficulty, that does not mean change should not start with you, no matter what your staff role is. That doesn't mean the process will be easy or that solutions will come quickly. But when people reach out to other people, usually there will be a reciprocal response."

McDonough said those who serve on church staffs need to have a vision of who they are, how they have been gifted and what their personal vision is.

"Once that is settled, it becomes possible for that person to involve others in creating a vision that will involve the team," McDonough said. "That process requires communication to examine opportunities, gifts available and to project what God is leading them to be and do as a team."

McDonough cautioned risk is involved in putting an individual's vision before the group, allowing others to enhance and develop it.

"You have to make yourself vulnerable by allowing others to talk about your ideas."

He said many people consider leaving a church as their first option rather than looking at what they can do to make the situation better. He said he believes that is an error because "any person on a team has the capacity and the ability to influence the way that team works."

"Each of us brings with us a point of reference -- the way we see things -- that guides us in our behavior and attitudes."

"But a map of New Orleans will not help in Atlanta," he continued. "And we seldom question the accuracy of our points of reference."

Problems of communication are caused many times, McDonough said, because we are wrapped up in our needs and our points of reference. We fail to reach out to see the other person's perspective.

He urged musicians to ask themselves how they deal with others "whose road maps may be different from mine."

"To make significant changes, we must work on changing our points of reference through a positive vision that can help change staff direction."

"Every vision starts with a leader, and defined broadly, every vision does not have to begin with the pastor," he asserted. "Vision can result in a cohesive, focused group of people who appreciate each other and move together."

Church Music Leadership Conference was sponsored by the Southern Baptist Sunday School Board's church music department.

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EDITORS' NOTE: James T. Draper Jr., pastor of First Baptist Church of Euless, Texas, will be named new president of the Southern Baptist Sunday School Board tomorrow, according to an unofficial report. Baptist Press will carry a full report in tomorrow's mailing.

FMB trustees approve criteria
to evaluate any future move

By Robert O'Brien

N-FMB

Baptist Press
6/20/91

RICHMOND, Va. (BP)--Trustees of the Southern Baptist Foreign Mission Board approved six criteria June 19 to be applied if the board ever considers a change of location.

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The trustees also acted on several matters relating to trustee staff roles. They referred to study a motion asking for expanded trustee involvement in the missionary appointment process, adopted recommendations outlining procedures for quick trustee-staff response to unusual "Green Alert" world situations, and heard a report from a committee studying how staff and trustees relate in developing and revising policy and operational regulations.

They also appointed 43 missionaries, heard an update on Southern Baptist ministries in the Persian Gulf and received a report from FMB President R. Keith Parks on results missionaries have achieved worldwide.

The six criteria for considering a location change call for:

1. Evidence the cost of relocation could be amortized through operational savings within 10 years.
2. Potential of an alternative location that would be equal or superior to the current location in work environment, transportation, skilled labor force and parking.
3. A viable proposal for maintaining the program of the Missionary Learning Center, the board's 238-acre orientation facility in nearby Rockville, Va.
4. Sufficient funds for the move from sources other than the Cooperative Program and Lottie Moon Christmas Offering to avoid using money that otherwise would have been used overseas.
5. No projected increase in the proportion of the budget spent in the United States.
6. No expectation of long-term carrying costs before current facilities could be sold.

The criteria, which grew out of a motion last October by trustee Ron Wilson of California, were recommended by the trustee administrative committee "to be used to judge the stewardship of a move of the Foreign Mission Board from Richmond." Board leaders said the criteria also could be used to judge merits of a move within the Richmond area. They were among 10 criteria suggested in a report by board Executive Vice President Don Kammerdiener, whom the administrative committee had asked to study the board's facilities.

Board leaders said the criteria will be put aside and used only if a concrete proposal for a change of location should materialize. They said they know of no such proposal, although Wilson speculated in an interview such an offer will probably come "at some point in time." But he said he did not know from whom such a proposal would come.

Wilson reiterated earlier comments that his original motion was not intended to set the stage for a move from Virginia, as some had speculated, but only to have criteria in place if they are needed.

The motion related to trustee involvement in the missionary appointment process came from trustee Bill Sutton of McAllen, Texas. It was referred to the trustees' mission personnel committee at his request. Sutton's motion requested a study of the missionary candidate interview process, with a view to changing or expanding it to allow "the trustees the opportunity to meet and interview the candidates personally" earlier in the appointment process.

A joint committee of trustees and staff completed a year-long study of the appointment process in 1989, and the trustees voted to affirm the board's current process, which also was reaffirmed in 1983.

That process delegates the role of recommending of missionary candidates for appointment to the mission personnel committee, made up of 45 of the board's 91 trustees. Two mission personnel subcommittees review the candidates' qualifications in meetings with personnel staff before approving them, but do not talk directly with candidates until the week of their appointment. A mission personnel subcommittee reviews the process each year.

Parks, in his address to the trustees, saluted the call, commitment, doctrinal integrity, expertise and evangelistic results of more than 3,900 missionaries around the world.

He urged Southern Baptists to continue to pray for and support missionaries as they face difficult and dangerous situations. "We need to pray for them in times of discouragement and burnout and temptation and exhaustion and depression, and in times of victory, enjoyment and excitement," he said.

On doctrinal integrity, Parks pointed out only two missionaries have been dismissed among the 4,000 long- and short-term personnel named in his 11 years as president. "For anyone carelessly to make generalized derogatory statements about these missionaries and their commitments or beliefs is a sin against God, as well as fellow Christians. It is seriously unbiblical besides being detrimental to the cause of world missions."

Speaking of the evangelistic zeal of missionaries, Parks pointed out mission field baptisms show a ratio of one baptism for every 12 church members, compared to a ratio of one for every 42 in Southern Baptist churches in the United States. The ratio among Baptists in Europe is one to 31.

Parks also noted 2.6 million overseas Baptists showed a net growth of 2,880 churches in 1990, whereas 15 million Southern Baptists recorded a net growth of 189 new churches.

He said his purpose was not "to try to make odious comparisons" but simply to show the strong evangelistic emphasis of missionaries and overseas Baptists.

The "Green Alert" procedures adopted by the board establish a formal structure through which either trustees or staff may initiate requests for rapid response to unusual opportunities for evangelism, Christian education and church-planting created by military, social or cultural revolution around the world. The board already has a rapid response procedure for such human needs as hunger and disaster relief.

The ad hoc committee reviewing policy matters, which has met five times during the past year, reported it will continue to collect and classify policies that trustees have passed over the years. It said it will recommend any needed changes after reviewing both the procedures by which the trustees adopt and revise policy and by which the staff develops and reports to trustees any operational guidelines built on board policies.

Approval of the 43 missionaries, including 37 new appointments and six reappointments, brings the board's total mission force to 3,920 in 121 countries, with work extending into several other nations. Besides appointing missionaries, the board elected missionary administrator Ron Wilson to direct Southern Baptist mission work in the Brazil and the Caribbean area and missionary administrator Bill Phillips to direct the work in West Africa.

Reporting on Southern Baptist response to opportunities in the Persian Gulf, Tim Brendle told trustees to date the Foreign Mission Board has spent more than \$1.6 million to help meet the needs of Kurdish refugees and to take advantage of other opportunities for ministry in the region. With commitments already made, the total investment may exceed \$2 million, he said.

Earlier this year Parks freed Brendle from his normal duties as associate vice president in mission personnel to head this response. More than 60 volunteers have participated in the operation, including several categories of Southern Baptist personnel, Brendle said. More than 20 agencies, organizations and military units have been partners in the effort.

One of the most effective ministries, he said, has been the medical outpatient dispensary "which continues to operate in Iraq ministering to hundreds of Kurds a day."

Scriptures have been printed, purchased and delivered in a number of countries in the region, Brendle said, and believers have been encouraged, converts won and churches strengthened.

One trustee urged his fellow members to encourage their church members to make donations over and above their normal church giving to help replenish the general relief fund, which was emptied by back-to-back disasters and Persian Gulf needs.

FMB elects directors for
Brazil-Caribbean, Africa

N-FMB

RICHMOND, Va. (BP)--Two new area directors for mission work in Brazil and the Caribbean and in west Africa were elected June 19 by trustees of the Southern Baptist Foreign Mission Board.

The trustees named Ron Wilson area director for the work of nearly 500 missionaries in Brazil and the Caribbean. Bill Phillips was elected to oversee almost 450 missionaries in west Africa.

Wilson, 43, from Lancaster, S.C., has been the board's associate to the area director for mission work in the northwest Caribbean since 1986. Based in Puerto Rico, he has worked with missionaries in the Bahamas, Belize, Bermuda, the Cayman Islands, the Dominican Republic, Haiti and at the Caribbean Baptist Communications Center in Hollywood, Fla. He also has worked with the national Baptist bodies of those countries and western Cuba, Jamaica and the Turks and Caicos Islands.

Wilson and his wife, Janice, were appointed missionaries in 1976 to the Dominican Republic, where they promoted religious education in Baptist churches. He also worked with the Caribbean Baptist Fellowship in Christian education and stewardship and directed field services for Caribbean Christian Publications. Before missionary appointment he was minister of education at Eau Claire Baptist Church in Columbia, S.C.

In December Wilson expects to receive the doctor of education degree from the University of South Carolina in Columbia. He received the master of religious education degree from Southwestern Baptist Theological Seminary in Fort Worth, Texas, and the bachelor of arts degree from the University of South Carolina in Columbia. He and his wife, the former Janice Hinson of Lancaster, have four children.

In addition to missions experience, Wilson brings to his new role "concern and compassion for people, commitment to missions and training and experience in administration," said Betty Law, FMB vice president for the Americas.

Wilson assumes his new role Sept. 1 and will work in the board's offices in Richmond for a year before moving to an overseas base in his region.

He succeeds William Richardson, who was asked to resign earlier this year by board administrators. They cited the need for stronger administrative skills in this position. Richardson is considering several possible options of continued missionary service in teaching and evangelism.

Phillips, who has worked for 13 years as a missionary in Africa, succeeds Bill Bullington as area director for west Africa. Bullington left the position at the beginning of 1991 to become vice president for Africa.

As area director, Phillips, 47, will work with missionaries in 17 countries from a base in Abidjan, Ivory Coast. He will begin work Aug. 1.

Phillips and his wife, MaryDean, both from Stamford, Texas, were appointed missionaries in 1978. After studying in language school in Lusaka, Zambia, the couple worked for seven years in Chipata, Zambia, as church developers.

For the past six years Phillips has worked in Harare, Zimbabwe, as an associate to the area director for eastern and southern Africa.

"I am extremely happy about the choice of Bill Phillips as the area director for west Africa," Bullington said. "I've known Bill for some time and I am impressed with his spiritual depth and his administrative abilities. He has a deep, intense love for the people of Africa."

Before his missionary appointment, Phillips was the minister of education at First Baptist Church in Stamford. He also was pastor at Heron Drive Baptist Church in Fort Worth, Texas, and Bethany Baptist Church in Breckenridge, Texas.

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Phil received the bachelor of arts degree from Hardin-Sims University in Abilene, Texas, and the master of divinity degree from Southwestern Baptist Theological Seminary in Fort Worth. The Phillipses have two grown sons.

In other regional personnel assignments, Jim Houser, 57, a missionary in Kenya and Tanzania since 1964, has become Richmond-based associate director for missionaries in 21 nations and homelands of eastern and southern Africa. Formerly based in Nairobi, Kenya, Houser had been the associate to the area director since 1987 for missions in eastern Africa with administrative oversight of work in Burundi, Ethiopia, Kenya, Madagascar, Mauritius, Reunion, Rwanda, Tanzania and Uganda.

Houser, of Dallas, succeeds Zeb Moss, who recently was named executive director of public affairs at the board. Houser and his wife, Molly, arrived in Richmond in June. Two of the Housers' five children are missionaries.

Tom Warrington will be the Richmond-based associate director for missions in 15 nations of Europe. Warrington, 46, of Jackson, Miss., has been a missionary candidate consultant in the board's mission personnel office since 1986. He assumes his new duties June 26. He and his wife, Sandy, were missionaries to Costa Rica from 1976-82. He was an associate pastor in churches in Mississippi and Louisiana before missionary appointment and a pastoral counselor from 1982-86.

Overseas, Bob Davis, 61, of Athens, Texas, will become associate to the area director for southern Asia and the Pacific. Davis will move this summer from Hong Kong to Singapore, where administrative offices for the area are located.

Davis has worked since 1981 as the FMB's consultant for evangelism and church growth in Asia. He and his wife, Ida, were appointed missionaries to Hawaii in 1954 and also have worked in Vietnam and Hong Kong. He was pastor of several churches in Texas before his appointment. Davis replaces Leslie Hill, who will return to the Philippines to work at the Philippine Baptist Theological Seminary.

Paul Thibodeaux, a Southern Baptist fraternal representative to Eastern European Baptists since 1983, will become associate to the area director for Europe. Thibodeaux, 37, of Oxford, Miss., has traveled extensively in Eastern Europe for training and support of Baptist leaders in the former Soviet bloc. Thibodeaux and his wife, Margie, will continue to live in Vienna, Austria. Before his work with Eastern European Baptists, Thibodeaux was assistant to the vice president for student affairs at New Orleans Baptist Theological Seminary and a pastor in Biloxi and Mantee, Miss.

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