



-- BAPTIST PRESS
News Service of the Southern Baptist Convention

NATIONAL OFFICE
SBC Executive Committee
901 Commerce #750
Nashville, Tennessee 37203
(615) 244-2355
Herb Hollinger, Vice President
Fax (615) 742-8919
CompuServe ID# 70420.17

BUREAUS

ATLANTA Jim Newton, Chief, 1350 Spring St., N.W., Atlanta, Ga. 30367, Telephone (404) 898-7522
DALLAS Thomas J. Brannon, Chief, 333 N. Washington, Dallas, Texas 75246-1798, Telephone (214) 828-5232
NASHVILLE Lloyd T. Householder, Chief, 127 Ninth Ave., N., Nashville, Tenn. 37234, Telephone (615) 251-2300
RICHMOND Robert L. Stanley, Chief, 3806 Monument Ave., Richmond, Va., 23230, Telephone (804) 353-0151
WASHINGTON Tom Strode, Chief, 400 North Capitol St., #594, Washington, D.C. 20001, Telephone (202) 638-3223

August 19, 1992

92-133

NORTH CAROLINA -- Sunday School Board trustees approve restructure, personnel, with photo
NORTH CAROLINA -- Students urged to trade 4-bedroom house for tents, with photo
NASHVILLE -- Composer warns: Music junk food may lead churches to starvation, with photo
NASHVILLE -- Not all Christian music belongs in the church, composer says, with photo
NASHVILLE -- BP Brites
NASHVILLE -- Correction

**Sunday School Board trustees
approve restructure, personnel**

By Linda Lawson

**Baptist Press
8/19/92**

RIDGECREST, N.C. (BP)--A restructured organization for the Southern Baptist Sunday School Board and 10 personnel recommendations for administrative positions were approved by trustees, meeting Aug. 17-19 at Ridgecrest (N.C.) Baptist Conference Center.

Trustees also approved a one-time voluntary early retirement incentive program to be offered to 191 management, professional and support staff employees. They will have six weeks (Sept. 1-Oct. 15) to decide whether to accept the retirement "window." All funds for the program will come from the board's pension trust fund.

The organizational structure and nine of the 10 personnel recommendations proposed by board President James T. Draper Jr. had been affirmed June 25 by the trustee executive committee and general administration committee and announced June 26 to employees.

Among personnel recommendations, Roland Maddox, 55, president of a real estate development and sales company in Memphis, Tenn., and a former board trustee, was elected director of the newly created church program support division.

Maddox said as he considered joining the board he studied recent employee task force reports on organization and goals for the future. "Every page seemed to say 'yes,'" he said.

G.W. Lankford, 48, manager of the engineering/maintenance and construction section in the board's property management department, will become director of Ridgecrest Baptist Conference Center. Lankford, who earlier supervised the Ridgecrest building maintenance unit for five years, will succeed Ken McAnear who is retiring.

Four board officers were approved for reassignment to work with Draper on the senior executive team: Gene Mims, from executive vice president for planning, research and denominational relations to vice president for church growth and programs; Michael Arrington, from executive vice president for operations to vice president for corporate services; E.V. King, from executive vice president for finance and administration to vice president for finance and administration; and Charles Wilson, from assistant vice president for business to vice president for trade and retail markets.

Four trustee-elected administrators were approved for new assignments: Harry Piland, from director of the Sunday school division to director of the church growth and Sunday school division; Roy Edgemon, from director of the discipleship training department to director of the discipleship and family development division; Doug Anderson, from director of the family ministry department to director of the marketing research department; and James Shull, from director of the procurement and administrative services division to director of the production services department.

--more--

Approval by the 93-member board moved forward a process begun in March when Draper named four employee task forces to conduct research and bring recommendations concerning organizational options, people/leadership development, external marketing/customer strategies and internal and external communication. The task forces presented reports in May to the senior executive team who finalized proposals in June.

Presently, 11 employee workgroups and a transition team are developing proposals on a variety of organization implementation assignments including decentralization of art and marketing functions and reducing the number of policies and procedures.

Draper, who estimated implementation of the restructured organization will be complete by the end of 1992, told Baptist Press it will position the board to do six things: 1) simplify the organization; 2) be accountable for results; 3) become more service oriented; 4) produce higher quality products; 5) release products in a timely manner; and 6) become more customer sensitive.

"Our goal is to be the best publisher and provider of products and services for churches and individual believers," he said.

Draper acknowledged change, including recent announcements of the retirements of nine employees in middle- and upper-management positions, has heightened employee concern but emphasized he is optimistic about the future.

"It has been difficult the last six weeks because everything has depended on your action here," he told trustees. "One of the causes of anxiety has been one of the strengths of the process. We've told employees everything we know when we know it."

The early retirement window approved by trustees specifies eligible employees must be at least 52 years of age, with their age and years of service totalling at least 77.

For those electing the window, early retirement reductions in monthly benefits will not be applied. Employees under 62 years of age will receive a benefit enhancement based on their projected Social Security benefits to age 62. Those between 62 and 65 will receive a benefit enhancement based on their projected Social Security benefits until they reach 65. Eligible employees choosing the option will stay in the board's regular medical plan until age 65 when they will be covered by the board's Medicare supplement plan, along with other retirees.

In other business, trustees approved several bylaw changes, including a reduction in the number of administrative positions requiring trustee election. As approved, only the president and vice presidents will be elected by the trustees. For division directors, the president will circulate the resume of a nominee and allow 15 days for trustees to express opinions and concerns before making a final decision about appointment.

Formerly, trustee approval was required for the president, vice presidents, division and department directors.

Kirk Humphreys, an Oklahoma City businessman and chairman of the general administration committee, said in supporting the amendment the goal for trustee-administration relationships is "to be able to hold people accountable. It is our job to hold the president accountable. Let's give him the job to do and then let's do our job."

Draper assured trustees "as long as I am president you'll receive communication on any major management position."

In appreciation of employee involvement in the restructuring process, trustees adopted by acclamation a motion by Raymond Davis commending the task forces, transition team and workgroups for their vision, creativity and hard work. Davis, vice chairman of trustees and chairman of the trustee executive committee, is pastor of Ewtonville Baptist Church in Dunlap, Tenn.

--30--

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

Students urged to trade
4-bedroom houses for tents

By Linda Lawson

RIDGECREST, N.C. (BP)--Southern Baptist college students were challenged to trade their dream of a four-bedroom house for a tent and a commitment to share the gospel with the estimated 1.3 billion people in the world who have never received a Christian witness.

Jim Maroney, director of the Southern Baptist Foreign Mission Board's global desk, led conferences on "The Last Frontier: The Challenge of the 2,000 Unreached People Groups" during Aug. 15-21 student conferences at Ridgecrest (N.C) and Glorieta (N.M.) Baptist conference centers.

"Could you live year in and year out in very difficult places?" Maroney asked students in his session at Ridgecrest. "Could you go into a city of 1 million where there are no Christians?"

He expressed optimism that today's generation of students is up to the task of taking the gospel to the last frontier, to people he termed the "least, the last and the lost."

"More and more I am convinced God has done a marvelous thing with your generation," Maroney said. "Your generation has street smarts. It is street smarts that will impact the last frontier."

Maroney said the FMB has divided the world into three areas for strategic purposes. World A includes countries such as Iran, Iraq, Bhutan, Albania, Afghanistan and Turkey where the vast majority of people have never heard the gospel even once. World B includes countries such as Japan, Indonesia, Nigeria, Chad, Vietnam and Cuba where the gospel has been shared but few, so far, have accepted.

World C includes the United States and regions such as western Europe and Latin America where the gospel has been shared and people have responded.

"If you wake up at 2 o'clock in the morning wondering what God wants you to do with your life, consider going to these unevangelized areas" of the world, Maroney urged.

He likened mission strategies needed to reach World A to the philosophy of the Apostle Paul when he wrote his letter to the Christians at Rome, the book of Romans in the Bible. He wrote from what is now Albania and noted he had evangelized an entire region with churches planted at Iconium, Philippi, Thessalonica, Corinth and Ephesus.

Instead of settling down at one of the existing churches, Maroney said, Paul developed a new vision of going to Spain in what was, at that time, the last frontier.

He urged the students to get a map of the world and educate themselves about locations and cultures of unreached people groups such as the Qash'ai, the least evangelized people in the world, who reside in southern Iran.

About 10,000 Southern Baptist churches have signed up to participate in an organized prayer effort for unreached people groups which will begin this fall, Maroney said. Churches, Baptist Student Unions, Bible study groups or Sunday school classes may wish to volunteer.

Maroney said strategies for getting the gospel to unreached people groups have included appointment of nonresidential missionaries who become advocates for getting Christian broadcasting to the region, Scripture translated into the language of the people and other means. Since many of these areas, once closed to missionaries, have opened since 1989, some who began as nonresidential missionaries now live in the regions.

Other strategies have included missionary tentmakers and journeymen who enroll in universities and combine ministry and education.

--more--

He urged students who don't feel called to missions to earn lots of money and give generously to support missions.

"The day a generation has an extravagant love for the last, the least and the lost is when they will conquer the last frontier," Maroney said. "It can be done."

Student conferences were sponsored by the Southern Baptist Sunday School Board's student ministry department.

--30--

(BP) photo available upon request from the Richmond bureau of Baptist Press.

Composer warns: Music junk food
may lead churches to starvation

By Charles Willis

Baptist Press
8/19/92

NASHVILLE (BP)--Just as a diet composed only of junk food can be hazardous to physical health, a congregation being fed only "junk food" music will suffer, a widely known composer said.

Jane Marshall, teacher and choral music composer from Dallas, told participants in a composers symposium at the Southern Baptist Sunday School Board that some church members "are being fed and are accepting junk food, fast food" in church music. Such music, she said, is "a style that is quickly consumed, assimilated and forgotten, with very little lasting quality."

Marshall, who has retired from teaching at Perkins School of Theology at Southern Methodist University, said she sees much contemporary music "in the romantic style. We tend to find in most publishing houses a ready market for the musical theater, 1940s ballad-style or Christian pop. It's either sweet or its toe-tapping."

Marshall said she believes neither style is wrong "if it is well crafted and if it is balanced with other things."

"Our hymnals are full of all kinds of styles but we tend to sing the ones we know. What we are not seeing is a balanced diet of the works of composers from all styles."

Marshall's criticism of some contemporary music is compositions which are "poor imitations rather than the real thing. It's an inch deep and miles wide. It smacks of a lack of depth. It's entertainment that uses emotions without the experience that undergirds emotion. It's a starvation diet that we are on today."

An advocate of incorporating the arts in worship, Marshall said she believes music is "a powerful force. Of the arts, music probably reaches more people and therefore has more power than painting." And she carries the comparison further, saying some musical compositions, like paintings, "are lovely and don't sound like everything else you hear; others, however, are like painting by numbers."

Marshall's admonition to today's composers is to "do the best" of whatever styles they choose to use. She urged aspiring composers to write music that is "well crafted, has responsible text, is easy to relate to and is not disposable after the first hearing. If music just appeals to the senses, it is disposable; if it is all mind with no emotion, it doesn't communicate to us."

And she cautioned that "some music is music for musicians more than music for the people. Most people in the pew can handle the text faster than they can the music, because they read English, but not music."

"Know the Scriptures," she urged, "and study them. Get the commentaries that are current. Read poetry -- Robert Frost, Emily Dickinson, John Donne. See good plays. Go to art museums, ballet and learn something about church architecture. Learn about musical styles. Listen, listen, listen to good music. Perfect the craft. Keep going to school.

--more--

"It's not enough to have a warm heart about the Lord. The Lord wants the best we can give, and the best is not just the warm heart, but also our minds and our skills."

The composers symposium was sponsored by the Southern Baptist Sunday School Board's church music department.

--30--

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

Not all Christian music belongs
in the church, composer says

By Charles Willis

Baptist Press
8/19/92

NASHVILLE (BP)--Not all Christian music nor all music with recorded accompaniment belongs in the church, a contemporary Christian composer/arranger/producer said during a composers symposium at the Southern Baptist Sunday School Board.

Mark Hayes, known in musical circles for choral settings which reflect his interest in gospel, jazz, rock and classical musical styles, also said he believes there are good, spiritual songs that can provide "a high-energy worship experience in the concert venue but which would not be appropriate for the average church."

Further, Hayes said he believes "there is a lot of high-brow music that is performance music but which isn't useful in a church. It can be used in a concert setting to the glory of God."

An active volunteer musician for vocal and instrumental activities at Broadway Baptist Church in Kansas City, Mo., Hayes is experienced in both church and concert music.

"Music is as important as sermon time," he declared. "I've seen what works and what doesn't," he continued. Admitting a preference for creativity in worship, he said even a predictable worship format "works if the Holy Spirit is there."

As a frequent accompanist in churches across the United States, Hayes has made something of a study of how worship service styles affect people.

"Sitting at the front of the worship area, I get a chance to read people's eyes," he said, "to see if they are half asleep or if they are really involved."

"Church music should never be boring," he contended. "Sometimes boredom comes from the execution of the music but sometimes it's the fault of the writer who produced something that shouldn't have God's name on it."

Hayes said he believes composers of contemporary music "should take the best of the culture and use it for the glory of God." Classical training can be combined with contemporary elements in music, he said.

Church music should achieve two goals, he said: to glorify Christ and to lead worshipers to respond.

"God made music to be emotional," he maintained. "If music doesn't evoke emotion, it has failed. We need to ponder the intellectual but we need to have an emotional connection between us and God. I'm for being holistically involved."

Hayes said he believes today's composers should "do things excellently, taking as much care in presenting the new as well as the familiar."

The composers symposium was sponsored by the Sunday School Board's church music department.

--30--

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

(BP) Brites

Compiled by Art Toalston & Sarah Zimmerman

New Christian's healing puzzles doctors

BONN, Germany (BP)--Verona, 13, was diagnosed with aplastic anemia and underwent a bone marrow transplant soon after becoming a Christian at the International Baptist Church of Bonn/Cologne. Complications later destroyed 90 percent of her small intestine, doctors said. Verona nevertheless asked to be unhooked from her tubes and baptized in a hospital whirlpool by pastor Calvin Hogue, formerly of California. When sudden hemorrhaging one day sent Verona into emergency surgery, doctors were shocked to find her intestines nearly healed and admitted what they saw was medically impossible, Hogue recounts.

86-year-old nowhere near final note

BAGDAD, Ky. (BP)--"I'm just going to keep sitting on that bench," says 86-year-old church organist Mary Nilles, "until they have to hold me up." Indian Fork Baptist Church, Bagdad, honored Nilles for more than 60 years of service as church organist and pianist. "I started out on an old pump organ," Nilles recounts. "When the church bought a piano, I played that until we got the spinnet organ. Of course now we use an electronic one."

CP: from Wolverine to Botswana

SOUTHFIELD, Mich. (BP)--Nearly 50 workers are assigned to plant Southern Baptist churches in Michigan. Of every \$100 to fund their efforts, \$86 comes from the Cooperative Program, Southern Baptists' fund for international, national and state ministry, and the Annie Armstrong Easter Offering for Home Missions. "The Cooperative Program," says Gerald Colbert, Michigan Baptists' church extension director, "is you, me and Southern Baptists like us across this nation working together to plant churches so Jesus might be shared with lost persons, whether in Wolverine, Mich., or Maum, Botswana, Africa."

Evangelist counters Siberian city's curse

NORILSK, Siberia (BP)--"Many prisoners died under Stalin's regime building this city," a Norilsk journalist told Southern Baptist evangelist Sammy Tippit. "As a result, many people believe the city is under a curse. Would you agree?" Tippit, of San Antonio, Texas, who was in the Siberian city for an evangelistic campaign, said, "No, many who died were believers in Christ. And the blood of martyrs is dear to the heart of God. I believe many will come to Christ because of the prayers of those who were martyred for him in this city." Tippit's ministry counted 6,000 decisions for Christ while in Norilsk.

Missionary (n) -- fancy word for mama

GLORIETA, N.M. (BP)--The more she watched her mother cook, wash clothes by hand and get children ready for school, "the more I never wanted to be a mama," Gwen Williams recounts. She decided to be a Southern Baptist home missionary instead -- and on her first assignment she found people needing food, a person needing a ride, a child who needed his hair combed, another child who wanted to sit in her lap. "A lot of years have passed and I've cooked a lot of meals, sewed a lot of clothes, cleaned noses and feet," says Williams, 44, of New Orleans. "One thing I have learned; missionary is a fancy word for mama."

'Minister of billiards' reaches youth

LEWISTON, Idaho (BP)--Lew Shoemaker: minister of billiards? Shoemaker, a layman, is part of a new Southern Baptist congregation meeting in Lewiston's Lion's club. One Sunday the youth wanted to play pool before church, and it is now part of each Sunday's routine. Shoemaker, a layman, picks up the youth and keeps things under control until worship starts. Home missionary Tim Palmer calls Shoemaker the minister of billiards and says playing pool attracts youth to the church. The only problem, Palmer says, is he has yet to find a set of Broadman pool balls.

--more--

Church planter knows insurance

BOSSIER CITY, La. (BP)--Gary Hostetter, named "Church Planter of the Year" by the Southern Baptist Home Mission Board, also is an insurance salesman. "My work and ministry has focused on selling things," he comments. "On the one hand, insurance, and on the other, the Lord. They've worked together." He adds: "I know who is the insurance of my life."

CORRECTION: In (BP) story titled "Alaska Baptists celebrate giving but highlight need for pastors," dated 8/11/92, please make two corrections:

-- In the fourth paragraph, please change the Annie Armstrong offering total to \$72,820, not \$65,844.

-- In the eighth paragraph, please change the last sentence to read: Davidson won a runoff with McCoy. Procter subsequently was elected first vice president and McCoy, second vice president.

Thanks,
Baptist Press

Also available upon request:

-- Feature by Toby Druin on Calvin Miller, new Southwestern Baptist Theological Seminary professor, and his reflections on church growth principles.
