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93-139

VIRGINIA -- Rankin-led Foreign Mission Board takes first reorganization steps; photo.
VIRGINIA -- FMB elects new area director for Southern Asia, Pacific; photo.
VIRGINIA -- Bryant elected vice president for mission personnel at FMB; photo.
VIRGINIA -- FMB votes new plan to provide missionary health coverage.
NEW MEXICO -- BSSB trustees approve record budget, hear reports on products and services.
NEW MEXICO -- Draper addresses BSSB direction, overhead costs, stewardship.
WASHINGTON -- Elders' confirmation vote scheduled Sept. 7 in Senate.
NEW ORLEANS -- 'Be a shepherd, not a CEO,' Jackson tells NOBTS class.
NEW MEXICO -- Attorney urges students 'deal with your own issues.'
MIAMI -- Andrew's wrath lingers, need for volunteers still great.
MIAMI -- Andrew's victims find ways to count their blessings.

Foreign Mission Commission, SBC
901 Commerce Street
Room 400
Nashville, TN 37203

Rankin-led Foreign Mission Board
takes first reorganization steps By Robert O'Brien

Baptist Press
8/19/93

RICHMOND, Va. (BP)--Jerry Rankin took the first step toward reorganizing the Southern Baptist Foreign Mission Board with two initial recommendations to change the way the board administers overseas operations.

Trustees unanimously approved the new FMB president's proposals Aug. 18 to gradually phase out the board's Global Strategy Group as it currently functions and to create a post for vice president for overseas operations.

Reorganization will aim toward streamlining the board to speed up decision-making, decentralize strategy, respond flexibly "to what God is doing" around the world and "seize the opportunity when it emerges," Rankin said.

The board's structure and personnel, he added, must focus on freeing people to move quickly in the task of reaching the world for Jesus Christ and avoid diverting time and energy "to serve the structure itself."

A committee of trustees and staff will work with Rankin to shape further recommendations for restructuring. It also will serve as a search committee for the new vice president -- tentatively called "executive vice president for overseas operations" -- and other personnel called for in the reorganization.

Trustees also named a committee to study their own organizational structure.

Rankin said the new vice president will work alongside him and current executive vice president Don Kammerdiener but that specific roles will be defined later. Other restructuring recommendations will come as early as the trustees' October meeting and continue in the months to follow, he said.

The main effect of phasing out the top-level Global Strategy Group will be to draw mission strategy more from the overseas mission fields than from a central group in the board's home office in Richmond.

It also will phase the board's regional vice presidents out of direct administration, returning most of the responsibility for field administration and strategic development to 10 area directors on the field. They will relate to the board through the new vice president for overseas operations.

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Rankin said he would seek to find a balance between his concern to allow missionaries to reassume more initiative in planning and the need for a global view of strategy not rooted in a particular mission field.

"The Global Strategy Group has served us well in giving us a global vision and breaking out of the parameters of limited, residential strategies," Rankin said. "Although it has brought us a new perspective, we can't afford to continue to apply a common global strategy through a time-consuming, centralized administrative forum.

"The continuing need of such a function can, and should, be met by the collective input and consultation of the area directors meeting in Richmond twice a year, representing the fields and area strategies."

World diversity -- varying cultures, history, responsiveness, opportunities and maturity of Baptist work -- makes it imperative to "give local missions latitude to determine the most productive application of personnel and resources," Rankin stressed.

The Foreign Mission Board also must become a "more people-centered organization in which every missionary and staff person is valued for having a key role in fulfilling our purpose, and not be seen as a resource simply to be used in an institutional task," he said.

The four current regional vice presidents will concentrate on an overview of missions, rather than administration, although they will retain administrative duties through an "extended time of transition," Rankin said. Continuing administrative duties for some vice presidents will depend on the needs of a given region.

Their new duties will include advising the overseas operation on regional matters, consulting with field administrators, guiding church growth strategy surveys and studying new initiatives. Those initiatives include a "rapid deployment" mission team, outreach among internationals in the United States and an expanded volunteer program.

The regional vice presidents are Bill Wakefield, 63, for Asia; Sam James, 61, for Europe, the Middle East and North Africa; Bill Bullington, 57, for Africa; and Lewis Myers, 60, for Cooperative Service International, which relates to restricted areas. A fifth regional post for the Americas is vacant; Joe Bruce, 48, area director for Middle America and Canada, has served as interim vice president since January.

The 10-member committee working with Rankin on reorganization consists of five trustees -- Leon Hyatt of Louisiana, Mike Goodwin of Missouri, Rick Scarborough of Texas, Hoyt Savage of Nevada and Carol Gilbreath of Alabama -- and five staff members -- Bill Bullington, Dale Thorne, Tom Vassar, Bob Shoemake and Jim Riddell.

The seven-member committee that will study trustee organization includes Dan Watts of Mississippi, Paul Brooks of Missouri, Steve Hardy of North Carolina, Ron Wilson of California, Karol Wise of Pennsylvania, Cal Guy of Texas and Bill Blanchard of Tennessee.

In other actions at their August meeting, trustees:

- elected Thurmon Bryant, 63, as vice president of mission personnel, and Clyde Meador, 48, as area director for southern Asia and the Pacific.
- appointed 45 new missionaries and reappointed two others.
- took action on a missionary catastrophic medical plan.

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(BP) photo (vertical) mailed to state Baptist newspapers by Richmond bureau of Baptist Press. Cutline available on SBCNet Newsroom.

**FMB elects new area director
for southern Asia, Pacific**

By Donald D. Martin

RICHMOND, Va. (BP)--Clyde Meador, a missionary and mission administrator in Asia for nearly 19 years, was elected area director for mission work in southern Asia and the Pacific Aug. 18 by trustees of the Southern Baptist Foreign Mission Board.

Meador replaces Jerry Rankin, who became the board's 10th president in June. Meador, Rankin and past president R. Keith Parks all started their mission careers in Indonesia.

Rankin put his arms around Meador and his wife, Elaine, as Bill Wakefield, board vice president for Asia, led trustees in a prayer of dedication after Meador's election.

Meador, 48, has been associate to Rankin, based in Singapore, since 1990. As area director Meador will oversee the work of some 500 missionaries in Asia's southern region, which includes India, Indonesia, Bangladesh, the Philippines and 11 other countries. It stretches about 9,000 miles and includes more than 1.5 billion people, the great majority of whom have never heard the gospel of Jesus Christ, Meador told trustees.

"Clyde Meador brings to his new post excellent leadership and managerial skills," Wakefield said earlier. "He is sensitive and caring in his relationships with missionaries and Asian Baptists. In addition, Clyde is a knowledgeable missiologist and served effectively in a number of roles as a local missionary."

Meador worked from 1976 to 1979 as a general evangelist in Medan, Indonesia, after he and his wife were appointed missionaries in 1974 and completed language study in Bandung. From 1979 to 1987 he taught theology in Semarang and Purwokerto, Indonesia.

In 1987 Meador moved to Jakarta, Indonesia, to become mission administrator and two years later moved to Bangkok, Thailand, to become director of the board's southern Asia itinerant mission program. In 1990 he moved once again, this time to Singapore, where he assumed his most recent role as associate to the area director.

Meador was born in Arkansas and lived in New Mexico, Oklahoma and Colorado while growing up. He considers Albuquerque, N.M., his hometown. He received the bachelor of arts degree from Grand Canyon College in Phoenix, Ariz., the master of divinity degree from Midwestern Baptist Theological Seminary in Kansas City, Mo., and the doctor of ministry degree from Southwestern Baptist Theological Seminary in Fort Worth, Texas.

The Meadors have two grown children.

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(BP) photo (mugshot) mailed to state Baptist newspapers by Richmond bureau of Baptist Press. Cutline available on SBCNet Newsroom.

**Bryant elected vice president
for mission personnel at FMB**

By Mary E. Speidel

Baptist Press
8/19/93

RICHMOND, Va. (BP)--Thurmon Bryant, a 33-year veteran of foreign missions, was elected vice president for mission personnel by Southern Baptist Foreign Mission Board trustees Aug. 18.

Bryant has filled that position, which administers the board's missionary appointment process, on an interim basis since April. He will oversee enlistment, selection and training of new missionaries and volunteers, partnership missions, "creative access" projects, missionary furlough study, missionary health and board relationships with children of missionaries, former missionaries and black and ethnic Baptists.

A former missionary to Brazil, Bryant, 63, has been associate vice president for mission personnel since 1987. His portfolio included missionary health and services, volunteers and missionary orientation and development.

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Speaking to trustees after his election, Bryant outlined some issues he feels the board should address.

"We need to build and maintain a positive attitude about what God is doing in the world and what he's doing through the Foreign Mission Board," he said.

Bryant insisted he is not ready to give up on the Bold Mission Thrust goal of having 5,000 missionaries overseas by A.D. 2000, which some believe is an unrealistic goal in light of projected resources. "I cannot conceive of 15 million Southern Baptists who are so debilitated -- spiritually and otherwise -- that we cannot place on the foreign mission field 5,000 missionaries by the end of this century," he said.

He called for trustees to "widen the channel" for sending God-called missionaries overseas, suggesting the board review ways to relax its current appointment requirements for career missionaries, such as education and experience. He also asked the board to seek ways to improve nurture and training of missionary candidates.

Bryant also urged the board to develop more effective ways to expand involvement of volunteers, university students and young people overseas.

After he spoke, trustees gave him a standing ovation.

"Thurmon Bryant has tremendous knowledge of this board and how it works," said trustee Bill Faulkner in an interview. Faulkner, a pastor in Winter Garden, Fla., chaired the trustee search committee that nominated Bryant.

Faulkner described Bryant as a "deeply spiritual man ... very creative and forward-thinking," who will bring "balance" to his new position. "He brings a lot of new ideas, but also wants to refine some old approaches."

Bryant emerged as the top choice from a group of five serious candidates for the job, including other board administrators, according to Faulkner.

"At a time when we anticipate some changes and new directions, Thurmon Bryant will give stability to the organization in a very critical area of our personnel enlistment and processing," added FMB President Jerry Rankin. Bryant has "outstanding administrative experience" with the mission board and "extensive overseas experience that enables him to have a field perspective."

Bryant and his wife, the former Doris Morris, both from Sudan, Texas, were missionaries in Brazil for 17 years. He was founder and president of the Sao Paulo (Brazil) Baptist Theological Seminary and led several churches as pastor. He also taught Christian ethics, homiletics and Old Testament there and has written two religious books in Portuguese.

From 1977 to 1987 Bryant was the board's area director for eastern South America, administering the work of missionaries to Brazil, Argentina, Uruguay and Paraguay.

Besides his mission experience, Bryant has been pastor and music director of several Texas Baptist churches and a religion professor at William Jewell College, Liberty, Mo. He received the bachelor of arts degree from Baylor University in Waco, Texas, and the bachelor of divinity and doctor of theology degrees from Southwestern Baptist Theological Seminary in Fort Worth, Texas.

As vice president, Bryant succeeds Harlan Spurgeon, who announced early retirement in March, citing philosophical differences with board trustees.

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(BP) photo (mugshot) mailed to state Baptist newspapers by Richmond bureau of Baptist Press. Cutlines available on SBCNet Newsroom.

FMB votes new plan to provide
missionary health coverage

By Marty Croll

Baptist Press
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RICHMOND, Va. (BP)--Southern Baptist Foreign Mission Board trustees voted Aug. 18 to change the way the board provides money for health care to missionaries and their dependent children.

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During the next 12 months the board will pay nearly all medical expenses for these missionary families out of its own pocket, buying catastrophic insurance to cover claims only if they exceed \$200,000 per year.

Until 1991 the board paid all medical expenses for missionaries and their dependent children. In 1991 it bought insurance coverage for medical claims exceeding \$10,000 per year, and in 1992 paid almost the same premium for a deductible of \$25,000.

Carl Johnson, vice president for finance, told trustees the coming year is the first time coverage with a deductible of \$200,000 will be available to the board. Policies generally are issued on a year-to-year basis.

Under the new plan, trustees voted to establish a catastrophic medical reserve fund. The fund, along with the board's regular budget, will pay for annual medical claims up to \$200,000. Insurance at a fraction of the past two years' cost will cover expenses exceeding that limit.

Trustees appropriated an initial \$1 million to the fund, to which will be added about \$1.5 million the board would have paid in insurance premiums over the next year had it kept the past year's level of coverage.

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**BSSB trustees approve record budget,
hear reports on products and services**

**Baptist Press
8/19/93**

By Charles Willis

GLORIETA, N.M. (BP)--Trustees of the Baptist Sunday School Board approved a record \$233.4 million budget for fiscal year 1993-94 and heard reports on a wide range of products and services during their Aug. 16-18 semi-annual meeting at Glorieta Baptist Conference Center.

The budget, approved without opposition, is an increase of almost \$20 million above the 1992-93 budget and is approximately \$32 million above projected revenue for the current year.

The recommendation from the trustee business and finance committee included a rationale statement that the proposal "represents the first full year in which the board will operate within the new organizational structure which was implemented in 1992-93." The budget, the committee wrote, "has been developed as part of a new strategic planning process which has been implemented. It includes several new strategies which have the potential to increase revenue significantly as compared to current levels."

The budget is planned to yield a projected \$4.6 million in "funds provided from operations" -- financial resources needed to fund future operations and ministries.

In a related report, trustees were told total revenue for the first nine months of the current fiscal year was \$148.3 million, a \$2.9 million increase over the same period for the previous year. Decreases compared to the previous year were reported in church literature sales (1.8 percent), and Convention Press (21.5 percent -- due primarily to a reduced level of sales of The Baptist Hymnal).

Increases were reported in Lifeway product sales (133.5 percent), Genevox Music (20.8 percent), conference centers (14.1 percent) and trade and retail markets (7 percent). Included in the trade and retail report was an increase in Baptist Book Store sales of 6.4 percent compared to the same period last year.

In related financial matters, trustees approved church literature periodical pricing increases averaging 3 percent effective with April 1994 issues, to cover increasing production costs.

Also approved was the purchase of an 18-acre tract of land at Ridgecrest, N.C. The property, purchased for approximately 2/3 of its tax valuation, is surrounded by Ridgecrest Baptist Conference Center property, including Camp Ridgecrest for Boys.

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In other matters related to Ridgecrest (N.M.) and Glorieta (N.M.) Baptist Conference Centers, trustees approved rate increases of 4 percent for June - Sept. 1994, 2 percent for Oct. 1994 - Sept. 1995, 4 percent for Oct. 1995-Sept. 1996 and 4 percent for Oct. 1996 - Sept. 1997.

The announced increases allow the conference centers to sell conference time and space beyond the next fiscal year and provide for better long-range planning by both the board and outside meeting planners, according to the trustee corporate services committee, which deals with conference center matters.

Trustees also received a report on a feasibility study to determine whether a capital campaign might be started to fund long-term improvements at both conference centers. Recommendations from the study will be presented to trustees at their September 1994 meeting.

Corporate Services Vice-President T. Michael Arrington said the study is part of strategic planning efforts to ensure quality facilities and services for the 110,000 people who come through these doors every year. He said no contributions would be solicited from sources that would normally give to local churches and the Cooperative Program.

Trustees approved the addition of "ParentLife," to replace "Living with Preschoolers" and "Living with Children"; "Tapestry," a Woman's Guide to Intimacy with God," and two bulletins -- a Response Bulletin for church visitors and others wishing to register a decision and an Opportunity Bulletin, to provide for denominational emphases, the Christian calendar and local church events.

In a report on church growth and programs, Vice President Gene Mims told trustees "while the great majority of Southern Baptist churches consistently buy (church literature) from us, they also buy from other providers. This is not an erosion of Southern Baptist loyalty or Sunday School Board loyalty. It is an economic reality. "

Mims also presented to trustees the "154 principle" for church growth, with "1" representing the Great Commission; "5" representing church functions of evangelism, discipleship, worship, ministry and fellowship; and "4" representing church results that are spiritual, numerical, expanded ministries and extension of churches.

He cited a 9.4 percent increase in sales of ethnic materials this year, as well as the successes of discipleship- and family-related materials, the overwhelming response of teenagers and their parents to the "True Love Waits" sexual abstinence campaign and increasing Sunday school enrollment among indicators that customer needs are being met.

"We have 652 persons in the church growth group working day and night to make church growth a reality," he said.

Charles A. Wilson, vice-president for trade and retail markets, told trustees successes are coming through improved performance of the 64 retail book stores and through newly released books and a video project in production.

Wilson said Broadman & Holman's "Secret Adventures" video series for children is the publisher's "largest project," and that it attracted pre-publication sales of 43,000 at the international convention of Christian booksellers in Atlanta in July. He projected sales of between 100,000 and 125,000 tapes by the time the first episode is released in Oct.

He also reported a pilot sales testing by Wal-Mart of "Reconnecting" by Arkansas pastor Ronnie Floyd, and the Billy Graham Association's decision to purchase copies of "Satan's Whispers" by Robert Don Hughes for promotional give-away.

In an employee benefits matter, trustees amended the retirement plan to provide for retirement of long-tenured employees when business conditions, technological changes or other changes either eliminate the employee's job entirely or so significantly that the employee can no longer perform the job. Previously the provision was for years of service and age totaling 80 points, with a minimum age of 55. The amended provision is for age and service totaling 70, with no minimum age.

Board President James T. Draper Jr. said he believes building the agency's budget from strategic priorities will add to existing financial strength while providing improved and innovative services and products for Southern Baptists and the wider evangelical world.

"The board is well on its way to being the leader at what we do. The programs, products and services we provide will be the best churches and individuals can obtain to meet their needs," he said.

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Draper addresses BSSB direction,
overhead costs, stewardship

Baptist Press
8/19/93

By Charles Willis & Linda Lawson

GLORIETA, N.M. (BP)--Pointing to a directional goal for the Baptist Sunday School Board of "meeting people at the point of their needs," President James T. Draper Jr. reported to BSSB trustees Aug. 16-18 on efforts to deal with corporate overhead costs and the ongoing need for stewardship of board resources.

As part of the board's strategic planning process, Draper told trustees meeting at Glorieta (N.M.) Baptist Conference Center that corporate overhead was identified as one of three priority issues that needed to be addressed, along with work processes and organization fine tuning.

After receiving a report and proposals on corporate overhead from an employee task force in late July, Draper said he finalized "basic decisions" just before the trustee meeting which he said will eliminate "47 or 48 employee positions."

Draper declined to identify specific jobs, reminding trustees of his promise two years ago to BSSB employees that he would tell them of any changes affecting them before public announcements are made. He told Baptist Press he anticipates completing communication with affected employees by the end of August.

In a 45-minute dialogue session with trustees, Draper said the board currently has corporate overhead costs of approximately 23 percent of budget, compared to about 13 percent for similar companies.

The corporate overhead study initially has focused on non-revenue-producing areas of corporate services and finance and administration, which employ 346 full time employees. Components include information systems, corporate market research, strategic planning, communications, production services, business and finance, facility management and human resources.

He said he is approving "90 percent of the recommendations" of the overhead task force report, estimating an annual savings of \$2.5 million.

The reductions are "a matter of stewardship," Draper said. "I don't think there is anything spiritual about waste."

He reiterated earlier statements that a study is in process to identify inefficiencies or duplication of effort in revenue-producing areas of the board -- the church growth and trade and retail markets groups.

The study "is not a cutting of ministries and projects. We're very optimistic about where we are headed," Draper assured trustees. He predicted "quite a jump" in 1993-94 revenue from sales of products and services. Trustees approved a 1993-94 budget of \$233.4 million, a 15.7 percent increase in revenue over 1992-93 projected totals.

J.D. Grant, a trustee and pastor of Lovendale Baptist Church of Sylva, N.C., asked for a reaction from Draper to the perception that some news media imply that "we don't know what we are doing and we're on a witch hunt for persons who don't agree with our philosophy."

Draper said he has "tried over the years to be very open and very honest with the press. Some of the press will try to put a spin on it (news from the BSSB). The press is an advocate. I am an advocate. I have bias. So do they. I can't control that.

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"All we can do is simply say if someone misunderstands the climate we're in, our stewardship is to the Lord," Draper continued. "God is the judge. We're going to do what we believe is best. We're moving with our integrity intact."

Several trustees supported the need for downsizing and studying overhead, noting the trend in other large businesses.

Draper said decisions "dealing with people's lives and their jobs" have not been and should not be easy. "These are issues that cause me to wet my pillow with tears and fall on my knees."

Draper said it was "out of the context" of the corporate overhead study that E.V. King, former vice-president for finance and administration, announced his decision to leave his position on Aug. 3. Draper said a proposed change in the role of the board's chief financial officer "involved moving into some areas with which E.V. was not particularly comfortable. It was my feeling E.V. was not the best fit for that position. E.V. agreed with that."

Draper said addressing priority issues, including corporate overhead, puts the board in a better position to meet customer needs. "It is our job to teach people to know, to understand and to apply the word of God."

He cited instances in which the board's work is meeting persons' needs, including the successful "True Love Waits" sexual abstinence campaign for teenagers.

He also listed a number of new products such as "Fresh Encounter" resources, "LIFE Support" products and "Bible Express," a new devotional guide for older children.

He noted Broadman & Holman sales at the 1993 Christian Booksellers Convention in July exceeded \$1.2 million. The B&H booth received recognition as second runner up among comparably sized booths, based on appearance, product display and customer accessibility.

The Baptist Book Store chain has opened two Lifeway Christian stores in recent months, Draper reported, and plans to relocate three stores by the end of the year and relocate or remodel 22 stores in 1993-94.

In the church growth-Sunday school division, he said a program and curriculum task force will complete recommendations for improvements in September. "From what I have seen and heard of their preliminary work, this will be a terrific, creative report.

"We still have progress to make to reach the level of providing relevant products and services on a continuing basis," he said, adding the board is in the process of addressing four key issues: (1) developing priorities and allocating resources on the basis of priorities, (2) developing and carrying out projects to address priority issues, (3) learning to operate in the midst of constant change, and (4) effectively using technology to maximize productivity and meet needs.

At the conclusion of the three-day meeting, trustee chairman Dan Collins, an attorney from Greenville, S.C., said the board has "entirely competent, capable leadership. We're making a difference in the world. We're at the cutting edge. Our mission is unswerving -- to reach people for Jesus Christ."

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Elders' confirmation vote
scheduled Sept. 7 in Senate

By Tom Strode

Baptist Press
8/19/93

WASHINGTON (BP)--The U.S. Senate is scheduled to vote on the confirmation of Joycelyn Elders, President Clinton's controversial nominee for surgeon general, Sept. 7, the first day after a month-long recess.

The Senate's Democratic leadership sought a floor vote before Congress recessed Aug. 6, but Republican opponents of the nominee prevented it. Unless there is an unexpected development, Elders' confirmation appears assured.

Elders' positions, criticisms of pro-lifers and six-year record as director of the Arkansas Department of Health have produced opposition from religious conservatives as well as Senate conservatives.

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"The nation deserves a competent physician, and instead Bill Clinton has given us Dr. Ruth," said James A. Smith, the Southern Baptist Christian Life Commission's director of government relations.

"It is disturbing that the president's nominee for surgeon general is so radically out of step with the views of average Americans on abortion and sex education. Indeed, at times, one wonders whether it's Dr. Ruth talking instead of a public health official," Smith said.

"Southern Baptists have a small window of opportunity to contact their senators and urge them to vote against Dr. Elders' confirmation."

Dr. Ruth is Ruth Westheimer, the provocative "sex expert" whose views have been featured in the media.

In addition to telling pro-lifers to "get over their love affair with the fetus," Elders has espoused, often in blunt terms, condom distribution in public schools, sex education beginning in kindergarten and taxpayer funding of abortion.

The Senate Labor and Human Resources Committee okayed Elders' confirmation July 30 by a 13-4 vote.

In addition to the divisiveness of her positions and rhetoric, some of her opponents on the committee cited her failure to warn the public after potentially defective condoms were distributed by the Arkansas Department of Health in 1992. Food and Drug Administration tests showed the condoms had a failure rate 10 times greater than the agency's limit. The supplier recalled the condoms still in possession of the department and schools, but Elders and her senior staff decided not to issue a warning about the condoms already distributed for the "greater public good," she said.

While there has been vocal opposition to Elders, she has received the endorsement of more than 200 organizations, including the American Public Health Association and the Association for the Advancement of Retired Persons.

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'Be a shepherd, not a CEO,'
Jackson tells NOBTS class

By Debbie Moore

Baptist Press
8/19/93

NEW ORLEANS (BP)--"Be a shepherd to the flock and not a CEO," Richard Jackson recently told nearly 100 men and women students in a summer class at New Orleans Baptist Theological Seminary.

Jackson, who retired last year after serving 25 years as pastor of North Phoenix Baptist Church in Phoenix, Ariz., led the church from a membership of under 1,000 to over 20,000. North Phoenix is one of the largest churches in the Southern Baptist Convention.

During the week-long academic workshop entitled "Stable Thinking in the Ministry," Jackson offered a multitude of basic, practical information for seminary students, some of whom already are serving in ministerial positions, while others came into the class with no experience as a church staff member.

Stressing "good horse sense" in his lectures, Jackson talked about such topics as:

- appearance: "Wear a coat and tie and keep it on. ... Make sure you show dignity; be a cut above. ... Sit with your feet on the floor and sit up tall."
- former pastors: "Don't talk bad about the former pastor. ... Invite him to preach after about six months."
- integrity: "The key to the minister's character is integrity. ... Be able to say 'I'm sorry.' ... Be real, (but) confess yourself in private."
- family: "Be your family's best friend. ... Let your family know you need them."
- success: "We are not called to be successful, but faithful."
- evangelism: "Evangelism is not a spiritual gift, but an assignment."
- Sunday school: "Sunday school is the most important organization in the church. ... Hire a minister of education first."

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- buildings and grounds: "Keep the church grounds looking good! ... Church facilities are to be used to honor God."
- baby boomers: "Baby boomers like how-to sermons, but find the Scripture to back up everything."
- preaching: "Quit before they do." The average length of a sermon should be 30 to 35 minutes. ... "There is no one way to preach, but the one message is Jesus. ... Be innovative, be creative, but don't move from the fundamentals."
- church growth: "You grow the church with hard work. ... (But) are you trying to grow the church by numbers or by equipping the saints?"
- time management: "Make your priorities. ... Guard your study time."
- hospital visits: "See how they are doing, pray, then leave."
- funerals: Ask people familiar with the deceased to tell you something unique about the person; use these phrases in the service. "Remember to always use a funeral as an opportunity to preach the Word of God."
- marriages: "Require four counseling sessions with a counselor or yourself to discuss their relationship with each other and to Jesus Christ."
- worship services: From week to week, "keep the order of worship similar, with variety, (because) people need stability. ... Have familiarity laced with innovation."
- the invitation: "The invitation is not for your own personal gratification. ... Don't manipulate the people to make decisions. ... An invitation will seldom be more than five minutes long. ... Don't ask why they came forward; ask, 'Did you come to accept Jesus?'"
- the Lord's Supper: "Have the Lord's Supper as often as the church desires. ... The best time is Sunday night. ... Have the entire service directed to the Lord's Supper and make much of it. ... Have a candlelight Lord's Supper at Christmas."
- going to a new church: "Don't present yourself as more than you are, but don't beat yourself down, either. ... How do you know when it's time to leave? When God removes a burden for where you are and gives you an awesome longing for something else."

The practicality of the class was especially evident the day Jackson put a portable baptismal pool on the elevator and wheeled it down the hall to the classroom to show students how to baptize someone. "That was exactly what I needed to know," said Jeff Turner, a student from Orlando, Fla., in the bachelor of general studies degree program. "This class taught me the nitty-gritty of what it's like to be a pastor from someone who's really been there, from someone who truly has what is called a pastor's heart."

"Dr. Jackson has a dynamic Christian personality," said Sheila H. Fox, a student from Douglasville, Ga., in the associate of divinity in Christian education degree program. "He was able to relate well with the students in both a personal and a professional manner."

"I was hoping to get some practical knowledge from a well respected person who's been in the ministry a long time, and I got it," said Butch Knight, a student from Slayden, Miss., in the master of divinity degree program. "But more than that, he was like our pastor for a week."

The son of a Baptist preacher, Jackson was ordained to the ministry at age 19. He recently retired after serving for more than 35 years as the pastor of churches in Texas and Arizona.

"Jackson's career has been centered on being the pastor of a local church," said Jimmy Dukes, NOBTS assistant provost. "The knowledge he shared with our students was priceless. This course presented a practical and balanced approach to ministry from one who's done it."

Jackson is on the tentative schedule to teach another academic workshop next summer on other aspects of ministry.

**Attorney urges students,
'deal with your own issues'**

By Charles Willis

GLORIETA, N.M. (BP)--An attorney and Southern Baptist lay leader urged students attending a leadership conference at Glorieta (N.M.) Baptist Conference Center to deal with the personal issues troubling their lives.

Dan Collins, an attorney from Greenville, S.C., and chairman of the Southern Baptist Sunday School Board's trustees, told students, "I am a man who has spent most of his adult life in a struggle with severe perfectionism."

Collins says he knows now his perfectionism resulted in a "disclosure phobia" that prevented him from letting anyone else know "there was anything about me that was not perfect. Perfectionism disrupts the development of close relationships, particularly with family members." He said he has grieves over the fact that his perfectionism caused him to be emotionally absent from his family.

"For most people," Collins said "perfectionism is the result of a need for acceptance and approval.

"When a person understands that perfectionism and the resulting dysfunctional relationships are the symptoms of a root cause that stems from low self esteem and the need for approval, real healing can begin," he said.

During his testimony, Collins endorsed the use of Christian-based Life Support products being offered by the Sunday School Board. Collins urged students training at Glorieta to lead support groups for other students to "listen, be accepting, don't condemn and learn that you don't have to offer solutions to other's problems."

Collins said he believes good emotional health is found by becoming "rooted and grounded in God's love and grace. When God looks at me, he sees who I am and what he has done for me in Christ. I am totally accepted by him, and there is no condemnation. That's not easy for people to accept."

He said students should not be discouraged if they struggle at the outset in coming to a "felt acceptance" of God's unconditional love and grace.

Attaining good emotional and relational health, "is truly like living life as a new person," Collins declared. "We can live with our imperfections and failures, strengthened and encouraged by the fact that God loves and accepts us."

Among the topics addressed in Life Support materials available from the Sunday School Board are "Making Peace with Your Past," help for adult children of dysfunctional families; "Search for Significance," help for persons with self esteem problems; "Conquering Eating Disorders," a 12-step program for anorexia, bulimia or compulsive overeating and compulsive-addictive patterns; and "First Place: A Christ-Centered Health Program" focusing on weight loss, exercise, Bible study, prayer and group support.

The Glorieta Student Leadership Conference was sponsored by National Student Ministry of the Southern Baptist Sunday School Board.

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**1 year later: Andrew's wrath lingers;
need for volunteers still great** By Barbara Denman

**Baptist Press
8/19/93**

MIAMI (BP)--From the turnpike leading into south Dade County, the newly laid roofs gleam brightly in the hot August sun. But the semblance of restored order is broken at ground level where home after home offers a hollow reminder that one year ago wind gusts at speeds of 145 miles per hour plundered and clawed everything within a 20-mile path.

On the eve of the first anniversary of Hurricane Andrew, the wrath of the most destructive storm in U.S. history lingers.

It has been a year since that Aug. 24 Monday morning, but there is still much to be done to repair the estimated \$25 billion in damage. One out of four homes in lower South Dade County is still uninhabitable. An estimated 14,000 houses of uninsured and under-insured homeowners still need help.

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"One of the biggest misconceptions is that most of the repair work is done," said Roger Harrington, on-site coordinator of the Florida Baptist Convention's disaster relief effort. "An official gave a conservative estimate that barely one third of the damage is repaired."

Although a house may boast a new roof, a look at the interior reveals scarred and bared 2 by 4's, stripped drywall and wet, mildewed insulation. A stench from a year of neglect hangs in the air while mosquitoes breed in stagnant water.

Taking a week's vacation to rebuild homes in Miami, airplane mechanic Sean Mullin observed, "It's unbelievable that 11 months later, it still looks like this. When I first drove down here, I thought I was going into Beirut."

Mullin and a 24-member crew from Denver (N.C.) Baptist Church just north of Charlotte, were gutting and roofing homes in Naranja Park, an area that has been overlooked in much of the reconstruction efforts. In the cul-de-sac where they are working, less than half of the homes have been rebuilt.

Mullin lamented the fact he already had taken three weeks of his vacation time. "I wish I could stay here three weeks. I wish my kids could experience something like this."

Each day, walk-ins and referrals hesitantly open the sliding glass door of the metal trailer that serves as the makeshift headquarters of the Florida Baptist Convention's disaster relief efforts. Only a yellow disaster relief sign marks the site of the center located at the First Baptist Church of Florida City.

Someone had told them, they say, this was where they could get help in rebuilding their homes. Each of them tells a similar story of expired building permits, dishonest contractors or repairs that didn't meet building codes. "Can you help us?" they ask almost pleadingly.

Smiles break across their faces when their receive an affirming response.

"We don't have to go looking for work anymore, most of it comes to us," Harrington noted.

Armed with nearly 75 volunteers a week, donated supplies and \$3.2 million in donations, Florida Baptists have helped rebuild 710 homes and churches in south Dade since October 1992. Another 75 homes are on the list for rebuilding and the potential remains -- if volunteers and funds hold out -- to add another 100 to 150 homes.

Immediately after the hurricane, Southern Baptists responded in the thousands, cooking hot meals for survivors, distributing water by the gallons and packaged foods, as well as performing temporary repair jobs. Another 4,397 volunteers participated in the next phase of relief -- rebuilding homes for those without adequate insurance. Volunteers have signed up to work through March 1994.

It's not that South Florida residents haven't tried to repair their homes themselves, said Harrington. "The state of mind of these people is that they are still depressed. Their lives have been disrupted and they just can't seem to put it back together."

"Andrew is personified. In every sense of the word, Andrew is a person who came and ruined their lives."

The trauma was so intense many of the 250,000 homeless packed up and left. The Metropolitan Dade County Planning Department estimates 57,000 people had moved out of the county.

Others refuse to let the events of a year ago defeat them. When her husband's family gave Peggy Tuten a severely damaged house, she took a carpentry course while her husband replaced the trusses in the roof. Their initiative, coupled with the volunteer labor from the Florida Baptist Convention, soon will give the young family a home of their own.

But not everyone is capable of helping themselves.

A friend and fellow member of First Baptist Church of Perrine referred Alex Brannen and his wife to the convention's disaster relief efforts. Although the elderly Brannens hired a contractor to roof their home, the work did not meet specifications. A county building inspector ordered them to remove part of the roof. Another paid contractor did sloppy work, too.

A neighbor put into windows incorrectly so they won't open or close. Gaps left between the frame and wall leave no protection from mosquitoes.

Now the Brannens have run out of insurance money and because he is confined to a wheelchair and unable to do home improvements they have little recourse. "It makes my blood boil when people see you are down and take advantage of you," Brannen noted. "I'm baffled at what these contractors do."

When a news report of the flooding is heard, Brannen shares great empathy for flood victims in the Midwest. "It will take them a year to recover," he says aloud. Then remembering that it been a year since the hurricane, the elderly man stops.

"I thought it would be much quicker," he said. "It's mind boggling. You'd think these contractors would be decent enough to do their job. When they get to the Golden Gates they will have to account." In the next few weeks, Southern Baptist volunteers are scheduled to repair Brannen's home.

Complaining about contractors and changing code requirements and bureaucratic red tape has become the sport of the day in Miami. The Miami Herald recently sponsored a contest for the best horror story about contractors. Too many residents have spent their insurance money for repairs, followed guidelines only to find their efforts met with a notice their house does not pass final inspection.

It is not too often Southern Baptist repair and rebuilding efforts have fallen short of the code. County building inspectors have written letters praising Southern Baptists for the quality of their work.

Their reputation causes others to seek out the Baptists.

A Miami Herald photographer spent a day shooting pictures of the North Carolina volunteers. When he discovered the work was being done for free, the surprised photographer claimed the volunteers' work was better than most contractors' he had been shooting.

This provides the volunteers with opportunities to share their Christian faith, Mullin said. "I think its a great witnessing tool. When you meet basic needs the words come naturally."

Warren Davies, assistant coordinator of the Baptist relief effort, tells the story of a group of volunteers who arrived at their work site to find an elderly woman rocking in a chair in the kitchen and her thirty-something son drinking beer in front of the television. Every so often, the son would shout for the volunteers to "pipe down."

By late afternoon, the woman got up from the rocker and began cleaning her kitchen for the first time in three months. Then, the son began handing materials to the crew on the roof. The next day the son climbed on the roof and became a member of the crew.

"These people were like so many here. They were depressed and angry, but the Holy Spirit used the volunteers' energy and excitement to pull them out of their stupor."

Several weeks later, the mother and son were led to the Lord by a group of Mennonites.

Each Sunday a new group of volunteers arrives at the disaster relief center filled with enthusiasm and commitment. Their contagious excitement gives a weekly boost to long-term workers. "They pump us up each week," Davies said.

By the end of the week, the heat, humidity, mosquitoes and primitive living conditions have tested their mettle.

Amy Bible, a 17-year old senior at Sebring (Fla.) High School, worked through the difficulties and still promised to return. "I think it's been a good exposure, really helping people and sharing the Lord."

The volunteers' experiences have far-reaching effects the entire church, said Rob Hobby, associate pastor for music and activities at Westwood Baptist Church in Live Oak, Fla., who has taken two groups to south Dade County. "When the groups came back and reported to the church there was a sense of hands-on missions, fulfilling the Great Commission, you can't get any other way."

The motivation to send a group of volunteers to South Florida stemmed out of previous hands-on mission efforts, said Sandy Colley, pastor of College Park Baptist Church in Palatka, Fla. "Any church that would be willing to send people down to work would be the greater recipient of blessings than the people they help," he said. "Doing missions enhances overall perspective of missions, causes churches to do even more in monetary support and prayer and has a domino effect on the people."

Volunteers can be of all ages. Diane Smith of Dover Shores Church in Orlando, Fla., took two Acteens groups to south Dade -- one in November and one in January. "It was a wonderful experience for the girls," she said, adding it allowed them to be missionaries. The girls helped prepare and deliver food and ice, build sheds for people to store articles until their houses could be repaired, and clean up.

"It was our first chance to be a missionary and its one I'll take advantage of in the future," Smith said.

The Florida Baptist Men's department has issued a call for 200 volunteers for Labor Day Weekend. Skilled roofers, drywall hangers, plasterers and carpenters, as well as unskilled laborers are needed. Also needed are Campers on Missions or Christian Service Corps volunteers who can spend several weeks on site. These volunteers need to contact the disaster relief center for availability of hook ups for recreational vehicles.

All volunteers are asked to notify the relief center of their arrival dates by calling (305) 248-7059. Although volunteers have signed up through March, Davies reported September's volunteer workers numbers are low.

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**Andrew's victims find ways
to count their blessings**

By Jack Brymer

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MIAMI (BP)--Despite all the damage, pain and suffering, Hurricane Andrew has resulted in a lot of blessings for many people, according to several Florida pastors and associational leaders.

"It made a lot of difference in the Miami Association," said Doyle Wetherington, director of missions. "A sense of common involvement is greater than it was, and as churches are becoming more open and active there is a new spiritual vitality. If we can move on in that spirit without getting tangled up with old traditions, we can see a real turning point in the spiritual response in the city."

Also, according to Wetherington, people now know their neighbors and are looking out for each other. Even the SBC controversy, which he said had been a source of embarrassment to some but not a real problem in Dade County, hasn't been mentioned since the hurricane.

"Taken as a whole, Southern Baptists have done themselves proud," he said, adding he has received inquiries from "a lot" of independent churches about affiliation with the association and Southern Baptists since the hurricane.

According to Mike Daily, director of church and community missions for the Miami association, Southern Baptist response to Hurricane Andrew has created an awareness of the needs in south Dade County, particularly those of migrant farm workers, and opened new doors for ministry.

"People have now been in migrant camps and dealt with the homeless," he said. "Even those in north Dade County have a sense of concern and an awareness of the needs."

Also, Dailey said, the response of Southern Baptists, which has not let up after a full year, has been a tremendous encouragement to the people and a boost to the churches in motivating them to become involved locally.

Guillermo Pichs, pastor of Iglesia Bautista La Hermosa in Leisure City, said while Hurricane Andrew was bad, the opportunity to provide food and relief was good for the church. As a result, a second education building is planned and a day care center will be opened in January 1994.

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Leslie Williams, minister of education at Wayside Baptist Church, which sustained almost \$5 million in damages, said the response of Southern Baptists to the emergency had strengthened the church's position in the community and created an awareness within the church that it does not stand alone but is part of a much larger family.

Charles Koch, pastor of First Baptist Church, Cutler Ridge, echoed similar sentiments.

"Our facilities are better than they ever have been or could have been, plus we have a greater sensitivity to the resources God has given us here," he said.

Tommy Watson, pastor of First Baptist Church, Perrine, which sustained \$5 million in damages, said the spirit in his church is the best it has been in 35 years.

Reginald Walters, retired planning director for the city of Miami, said the response of Florida and Southern Baptists to the tragic event made a "tremendous impression" on community and business leaders.

A member of West Flagler Park Baptist Church and the State Board of Missions, Walters told of attending a meeting of community and business leaders in which the president of Miami-Dade Community College's South Dade campus said Southern Baptists were the first to respond to the emergency at the school's gymnasium which was designated as an emergency shelter.

Most of the buildings on the campus were damaged, including the gymnasium. When the storm was over, the people were unable to return to their homes because of widespread and extensive damage. Although designated as a shelter, college officials were not prepared to house the victims. There was neither food, ice nor water. Southern Baptists were the first to show up and immediately set up food lines.

"He (the president) was amazed how they could be there so quickly," said Walters. "That was just one testimony. I heard later on that the U.S. Army itself, which played such a big role in the aftermath of the hurricane, sought advice on how Southern Baptists were able to feed so many so quickly."

Walters said city officials, who themselves were sweating out emergency relief, were tremendously impressed. "Southern Baptists really gave impressive evidence of their caring, concern and generosity," he said. "It made me very proud to be a Southern Baptist in this situation."

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