

JUL 21 1997

Associated Baptist Press

Editor: Greg Warner
Associate Editor: Bob Allen
Phone: (904) 262-6626
Fax: (904) 262-7745

July 10, 1997

(97-64)

In this issue:

- **Second chair of restructuring team takes job with centerpiece agency**
- **Brotherhood Commission transfers fewest workers in agency merger**
- **Anti-hunger advocates urge lawmakers to pass food bill**
- **Family life has changed little, 50-year comparison shows**

Second chair of restructuring team takes job with centerpiece agency

By Mark Wingfield

ATLANTA (ABP) -- The second man to serve as chairman of the committee which oversaw restructuring of the Southern Baptist Convention has -- like the first -- landed an upper-level job with the new North American Mission Board.

Bob Reccord, the Virginia pastor who initially was chairman of the implementation task force, was elected NAMB president June 19. He had stepped down as task force chairman in March after his nomination for the top paid staff position was announced.

Now Reccord's successor as task force chairman, John Yarbrough, also has been hired as an upper-level administrator at NAMB. Yarbrough has resigned as pastor of First Baptist Church of Perry, Ga., to become lead strategy coordinator at NAMB.

In that position he will report to an as-yet-unnamed director of strategic planning and coordination. While Yarbrough's position is two steps below a vice president in the staff structure, it is an influential position. He will lead a group of strategy coordinators -- individuals who serve as liaisons between NAMB and state Baptist conventions.

How NAMB will relate to state conventions has been the subject of much scrutiny ever since the plans for denominational restructuring were announced two years ago. The original restructuring document, called "Covenant for a New Century," noted that future SBC funding for home missions projects might be directed away from older, more-established state conventions to provide more funds for newer state conventions and toward projects funded directly by NAMB.

In the past, almost all SBC home missions projects were jointly planned and funded by the Home Mission Board and state conventions. The HMB is one of three old agencies merged to form NAMB.

During the preparation period for restructuring, Yarbrough chaired a work group that examined the cooperative agreements that had developed between the HMB and state conventions. Those agreements have not been amended since the June merger which created NAMB, but most state convention officials anticipate renegotiations to be forthcoming.

Yarbrough is a Georgia native who has been pastor of churches in Georgia and Kentucky. He is a graduate of Southern Baptist Theological Seminary in Louisville, Ky., and is past president of the Georgia Baptist Convention.

He is one of only a few outsiders yet named to staff positions at NAMB. The vast majority of management-level staff members identified to date held previous positions with one of the three agencies merged to form NAMB: the HMB, Radio & Television Commission or Brotherhood Commission.

However, more than three dozen management-level positions remain either unfilled or the names of persons chosen to fill them have not yet been released. All those vacancies reportedly will be filled by people who did not previously work at one of the three merged agencies.

Only five of the 107 management-level staff members announced by NAMB July 9 have come from positions outside the three agencies. In addition to Reccord and Yarbrough, they are Nate Adams, vice president for media and missions education, who was a vice president with Christianity Today Inc.; David Clark, executive director of NAMB's media technology unit based in Fort Worth, Texas, who was a media producer for another company; and Dewey Hickey, director of strategy and resource development at NAMB, who was executive director of the Dakota Southern Baptist Fellowship.

Managers yet to be named include a vice president for evangelization and directors of 11 of NAMB's 21 divisions, the people who report directly to the agency's five vice presidents. More than two dozen other mid-level management positions have not yet been filled.

Reccord has said he hopes to have a full staff functioning at the agency's suburban Atlanta headquarters by Sept. 1.

Of the 107 NAMB management-level staff members announced to date, 12 are women and 10 are African-Americans or ethnics. That compares to 25 women and 18 ethnics in similar positions in the three merged agencies. With more than three dozen managers yet to be named, the final ratios in the new organization cannot be calculated.

At an April news conference, Reccord had responded to a question about the role of women in the new organization by saying NAMB would have a higher percentage of women in management positions than its three predecessor agencies had. However, he predicted the total number of women would be fewer, since NAMB's staff would be smaller than the combined total of the three agencies.

-30-

Brotherhood Commission transfers fewest workers in agency merger

By Mark Wingfield

ATLANTA (ABP) -- Management-level employees in the Southern Baptist Home Mission Board's evangelism section and mid-level workers at the Radio & Television Commission appear to have taken the lightest hits in layoffs during the recent merger of three denominational agencies.

As of June 19, three Southern Baptist Convention agencies -- HMB, RTVC and Brotherhood Commission -- were merged to form a new agency called the North American Mission Board. A total of 217 employees at the three agencies lost jobs due to the merger.

The Brotherhood Commission, the smallest of the three merged agencies, took the hardest hit percentage-wise on personnel losses: Only 14 of the Brotherhood Commission's 74 employees (19 percent) now have positions with NAMB. That compares to 70 percent of former RTVC employees and 69 percent of those who worked at the HMB.

Here's an overview of who's in and who's out from the three merged agencies:

-- RTVC. Most of the mid-level managers and technical personnel previously employed by the RTVC in Fort Worth, Texas, have landed similar jobs with NAMB. For now, NAMB plans to maintain the bulk of its media technology unit in the RTVC's old headquarters in Fort Worth.

However, only half the RTVC's upper-level management team have positions with NAMB, and those who do are serving in lower-level positions than they previously had.

RTVC President Jack Johnson has been named a special assistant to the president at NAMB. Glen McEowen, RTVC vice president for engineering services, is technical operations manager with NAMB, a position two levels below a vice president. Deborah Little Key, RTVC vice president for network operations, is radio and television distribution manager with NAMB, also a position two levels below a vice president.

Two RTVC vice presidents retired at the time of the merger: Bob Thornton, vice president for television services, and Ed Malone, vice president for radio services.

The RTVC's senior vice president of administration, Jerry Stamps, was not offered a position with NAMB.

-- Brotherhood Commission. Only eight of the Brotherhood Commission's professional staff members have made the move from Memphis, Tenn., to Atlanta. However, several received high-level positions with NAMB.

Mike Day, who was Brotherhood Commission executive vice president, is now vice president for strategy planning and mobilization at NAMB. Douglas Beggs, Brotherhood vice president for program services, is a strategy coordinator for NAMB. Jack Childs, Brotherhood vice president for support services, is NAMB's director of marketing services.

Tim Seanor, director of the Royal Ambassadors unit at Brotherhood, is director of NAMB's missions education division. Ben Kelley, Brotherhood's chief development officer, holds a similar position with NAMB. Mickey Caison, disaster-relief coordinator at Brotherhood, holds a similar position with NAMB. Andy Morris and Keith Loomis, who led the World Changers unit at Brotherhood, hold similar positions in student-volunteer mobilization with NAMB.

Among Brotherhood employees who either were not offered positions with NAMB or chose not to make the move: Rusty Griffin, assistant vice president for program services; Herschel Wells, associate director of Adults in Missions; Charlotte Teas, editor of Lad materials; James Warren, editor of Crusader materials; Joe Conway, editor of Challengers materials; and Bob Carey, editor of Missions Today magazine.

Before the merger, Brotherhood Commission trustees worked out a deal for President Jim Williams to receive funding to become director of the Baptist Medical-Dental Fellowship.

-- HMB. Within the HMB's three program sections, mid- and upper-level employees of the evangelism section appear to have survived the merger the most intact. From that unit, two managers retired -- Ken Carter, associate vice president, and Reid Hardin, lay renewal coordinator -- and one declined to accept a position offered him -- Thad Hamilton, personal evangelism director, who became evangelism director for the Georgia Baptist Convention.

Seventeen others have new positions with NAMB, including evangelism Vice President Darrell Robinson. However, Robinson is working out of his home to promote his book "Share Jesus Now" nationwide.

The HMB's extension section and ministry section were more scrambled by the merger.

Extension Vice President Charles Chaney retired and plans to teach at Southwestern Baptist Theological Seminary in Fort Worth, Texas. His associate vice president, J.B. Graham, was not offered a position with NAMB. Joe Hernandez, assistant vice president for extension, was named leadership mentoring associate in NAMB's church planting group.

Within the extension section, both the associational missions division and black church extension division lost a large percentage of their management personnel.

Only two of the five managers in associational missions have positions with NAMB, and only one of those is in NAMB's new associational strategy unit. Hugh Townsend, director of mega city missions, holds a similar position with NAMB. Bob Moore, director of metropolitan missions, is partnership/site selection manager in NAMB's strategy and resource development unit.

Gone from associational missions are Nelton Tilton, director of associational administration; Michael Cox, associate director of mega city missions; and Gary Farley, director of town and country missions.

From the black-church extension division, only one of four professional-level staff members has a job with NAMB. Robert Wilson is African-American church-planting manager with NAMB. Willie McPherson, director of the HMB's black-church extension division, retired, and his other two associates, Dennis Mitchell and Michael Thurman, took positions with local churches.

Most personnel from the language-church extension division kept jobs with NAMB, although several were placed in different areas of work. David Terry and Rodney Webb, two department directors, were placed in positions not directly related to ethnic work.

Russell Begaye, director of the HMB's language-church extension division, now is one of four managers of church planting efforts targeted at specific ethnic groups. There is no unit in the NAMB structure similar to either the language church extension or black church extension divisions of the HMB.

Other departures from the HMB's extension section include Bill Fulkerson, director of refugee and immigration ministries, and Floyd Tidsworth, director of new church extension; Henry Smart, associate director of new church extension.

Personnel from the HMB's ministry section who got jobs with NAMB mainly were dispersed into two new units: one under the evangelization group called ministry evangelism and one under the strategic planning group called volunteer mobilization.

Don Hammonds, associate vice president for ministry, retired. The ministry vice president position was vacant. Two other ministry section staff members, Kendale Moore and Carl Barrington, were appointed to missionary positions with NAMB. Three other ministry staff members did not receive jobs with NAMB: Bill Lee, director of special ministries; Joel Land, associate director of special ministries; and Valerie Hardy, associate director of student missions.

The chaplaincy division, part of the HMB's ministry section, largely was kept intact, although moved in the new structure to be part of an evangelization unit. One staff member, Lew Dawson, associate to the director, was lost.

The HMB's two other vice presidents, Ernest Kelley in planning and finance and Gary Jones in services, have positions with NAMB. Kelley is vice president of NAMB's business services group. Jones is director of human resources within the business services group, a position similar to the one he held before becoming an HMB vice president.

Departures from the planning and finance section and services section include: Jim Coldiron, regional coordinator; Bill Reed, senior financial analyst; Jamie Cook, director of information services; Wayne Grinstead, editor of MissionsUSA magazine; Phyllis Thompson, managing editor of MissionsUSA; and Mark Sandlin, director of photography.

HMB President Larry Lewis left the agency at the end of 1996. He is still technically on the NAMB payroll as a liaison between Southern Baptists and an interdenominational evangelistic effort called "Celebrate Jesus 2000." He also works from a home office.

-30-

Anti-hunger advocates urge lawmakers to pass food bill

By Cherise Pruette and Kenny Byrd

WASHINGTON (ABP) -- At the largest Christian anti-hunger meeting in recent U.S. history, advocates for the hungry urged members of Congress to support legislation that would restore funds for federal nutrition programs.

Bread for the World's 1997 national gathering brought together 500 Christians for four days of worship and seminars and a day of urging congressional lawmakers to cosponsor the Hunger Has A Cure Act, introduced in April at the urging of Bread For the World.

The measure would restore \$7.5 billion over five years from the nearly \$27 billion cut from food-assistance programs in last year's welfare-reform package. It would provide the funds for programs including the Special Supplemental Nutrition Program for Women, Infants and Children (WIC), food stamps, child-nutrition aid, legal-immigrant aid and other assistance to emergency food banks, soup kitchens and food pantries.

BFW is a nationwide Christian citizens movement that lobbies the nation's lawmakers on behalf of hungry people.

A BFW spokesman said the battle to restore the \$7.5 billion has effectively been lost for the 1997 fiscal year, noting that in budget agreements, lawmakers approved only \$1.5 billion in increases for food programs. He added, however, that the organization hopes its efforts will build long-term support for the additional funds in the next budget.

The spokesman said July 9 that since the lobbying day, 48 lawmakers have signed on as sponsors of the measure, bringing the total to 81 sponsors. "While we're disappointed that we didn't get all the funds we wanted, it's ... clear that our work has generated some support for these food programs," he said.

People from 46 states participated in the event, in addition to representatives from Nigeria, Sierra Leone, Philippines, Haiti, India and El Salvador. Guest speakers included Secretary of Agriculture Dan Glickman, Old Testament scholar Walter Brueggemann, preacher Frank Madison Read III, actors Jeff and Beau Bridges and several members of Congress.

"Jesus measures commitment to him by interaction with those in need. The national gathering was an excellent opportunity for people of faith to show Christ-like concern for the nation's poor and hungry by lifting our voices on Capitol Hill," said David Beckmann, BFW president.

Some of the congressional members who introduced the measure in April had voted for the welfare-reform package. They now say, however, that some welfare changes went "too far" and "cut too much."

More than 50 national organizations have endorsed the Hunger Has A Cure Act, including the Children's Defense Fund, Second Harvest and the Southern Baptist Woman's Missionary Union.

-30-

-- Cherise Pruette is an intern for Baptist News Service.

Family life has changed little, 50-year comparison shows

By Marv Knox

PRINCETON, N.J. (ABP) -- The decline of America's families might not be as severe as usually reported, according to an analysis of Gallup polls.

The Gallup organization compared a new poll to surveys conducted 30 and 50 years ago and discovered several essential elements of home life hardly have changed, Gallup's Princeton Religion Research Center reported in the latest issue of Emerging Trends newsletter.

(The new study parallels a similar analysis of American religious life during the past five decades. The study of religion was reported in Associated Baptist Press May 13.)

"Despite a great deal of discussion about the sexual revolution and the loss of family stability in America today, ... a number of basic aspects of child rearing have changed very little over the years," wrote Frank Newport, editor-in-chief of the Gallup Poll. Some changes have actually enhanced families, the study says.

For example:

-- Parents pay more attention.

About 60 percent of today's parents say they spend more time with their children than their parents spent with them, the survey found. Only 20 percent say they spend less time with their kids than their parents spent with them.

"This is the case despite media emphasis of alleged time starvation in today's households, particularly ones in which the mother works outside the home," Newport observed.

-- Families still eat together.

In the latest poll, more than 70 percent of parents whose children are under age 18 say their family eats together at least five days a week. More than one-third say their family eats dinner together every day of the week.

-- Piety is a priority.

About 66 percent of families today claim to "say grace or give thanks to God aloud before their meals," the survey found. Fifty years ago, only 43 percent of families said they prayed before meals.

-- Mom's most influential.

When asked which parent influences children the most, Americans with kids picked the mother, by almost a 3-to-1 margin. In addition, adults today chose their mothers over their fathers as their primary influence, by about a 2-to-1 margin. "These findings are only slightly different from Gallup's findings almost 50 years ago, in 1951," Newport reported.

-- Discipline is in demand.

"Americans today come down strongly in favor of strict disciplinary standards for children," Newport said.

Sixty-five percent of Americans today approve of spanking children, down only slightly from the 74 percent who favored spanking in 1946.

About 75 percent of today's Americans say grade-school children "should be taught to address adult men as 'sir.'" That number is an increase over the prevailing opinion in a 1952 study.

And 60 percent of Americans still believe grade-school children "should be taught to stand up when guests who are older come into a room," the latest poll discovered. That compares to 68 percent who agreed with the practice in 1952.

-- Sons still favored.

Americans say they would rather have a boy than a girl if they could choose the gender of their next child, a factor that hasn't changed in 50 years, the analysis confirmed.

In 1947, a boy was preferred by 40 percent of adults, while 25 percent desired a daughter and the rest didn't care either way. In 1997, 41 percent said they would want a boy, 29 percent would pick a girl and the rest have no preference.

"As has been the case in the past, this general preference for a boy is fueled by men's stronger preferences for a son, compared to women's more mixed preferences," Newport explained. Men would choose a son over a daughter by 47 percent to 23 percent, but women are almost even, 36 percent to 35 percent.

-- The outlook's still sunny.

"Despite discussion about the loss of the American dream and opportunities to get ahead in this country today, significant majorities of both men and women say that their sons and daughters will have a better chance of succeeding than they themselves had when they grew up," Newport said.

For men who speculate about the futures of their sons, the perspective has not changed significantly in five decades. Today, about 62 percent of men say their sons will have a better chance of succeeding than they did. That compares to 64 percent in 1946.

Women's outlook for the future of their daughters has skyrocketed. In 1997, 85 percent of women say their daughters will have a better chance to succeed than they did. That compares to 61 percent who gave the same answer in 1946.

The latest survey was based upon a randomly selected national sample of 1,036 adults. Results have a margin of error of five percentage points.

END