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**Golden Gate Seminary  
braces for funding cut**

By Mark Wyatt

MILL VALLEY, Calif. (ABP) -- Facing the prospect of reduced support from Texas Baptists, officials at Golden Gate Baptist Theological Seminary are eyeing staff layoffs and other cost-cutting steps before the end of 2000.

Seminary trustees meeting at the Mill Valley, Calif., campus Oct. 10 authorized President William Crews to begin mapping out budget cuts "to reflect potential losses from the proposed actions by the Baptist General Convention of Texas." The action refers to a proposal recently approved by the BGCT executive board to cut some \$4.3 million from Texas Baptists' support of six Southern Baptist Convention seminaries.

Messengers from Texas Baptist churches will vote on the proposal at the BGCT annual meeting Oct. 31.

"If they were to somehow miraculously vote to leave their budget as is, it makes a lot of this immaterial," Crews said in an interview with the California Southern Baptist. However, Crews added, "We can't wait to find out what the impact of Texas is before we make our adjustments."

A Texas Baptist official, meanwhile, called the action premature and said it was a politically motivated attempt to influence votes on the upcoming budget proposal.

Crews said Golden Gate Seminary's share of Texas Baptists' Cooperative Program gifts last year totaled \$514,000. Under the BGCT proposal, that amount would shrink to less than \$19,000 next year. Crews said the impact would be felt quickly.

"We will of necessity need to reduce our administrative and support staff in the terms of probably \$130,000 to \$140,000," Crews said. "We don't know who yet, and we will make that decision pretty quickly because I don't want everybody to be held in limbo."

Bob Campbell, chairman of a Texas study commission that proposed the funding cut of SBC seminaries, described the Golden Gate action as "terribly premature." It is based on something that hasn't yet happened, he said, and no one knows if the SBC Executive Committee will recommend shifting funds to cover the losses.

Campbell also said he believes taking the action before the Texas convention is intentional.

"I think this is a political alarmist move," said Campbell, pastor of Westbury Baptist Church in Houston. "It is an attempt to try to sway votes based on something that hasn't happened yet."

Crews said a planned pay raise for faculty and staff likely would be replaced with a one-time bonus. Trustees approved the 3 percent increase last April to begin Aug. 1. But Crews said a final decision on implementing the raise was held up until the trustees' October meeting "to see if our student recruitment projections came up to certain standards" to fund the pay hike.

"In all likelihood that will be a part of the funds being deleted from the budget; it's basically \$140,000," the seminary president said after a closed-session discussion with trustees.

"However, we will do something from another source of funds that will recognize our employees and will come in the form of a Christmas bonus that will basically be the equivalent of the raise they would have gotten," Crews added. "We will try to meet the promise that we made to the staff but we will do it in another way -- from another source of money, not the budget."

In addition to cutting costs, Crews said the seminary would also consider lifting a cap on tuition fees for some students.

"Our fee structure allows anyone enrolled in more than nine credit hours of course work to pay a flat fee," Crews explained. "We may take that cap off and that would increase some income from the students. That's what the other seminaries are doing and it's probably fair that we do it as well."

Crews stressed that no faculty positions will be cut in the revised budget. "We're already stretched, faculty-wise, and we cannot continue to deliver what we're trying to deliver with less faculty than we have right now," Crews said.

However, the seminary president said Golden Gate will delay hiring three or four new professors at the main campus and hold off filling several faculty slots at the institution's regional campuses.

Trustees did, however, take action to fill one key teaching vacancy at the seminary's Mill Valley campus. Jay Young Noh was hired effective in the spring 2001 semester. Noh is a Ph.D. graduate of Trinity International University. He earned graduate degrees from Princeton Theological Seminary and Southwestern Baptist Theological Seminary and received a B.A. in sociology and the philosophy of religion from the University of Central Florida.

Noh has taught New Testament studies for North Park University, Midwestern Baptist Theological Seminary, Southwest Baptist University and Trinity Evangelical Divinity School. Noh replaces Rudy Gonzales, who resigned his GGBTS teaching post earlier this year to accept a position with the North American Mission Board.

In addition to recommending Noh's election, President Crews also introduced the seminary's new dean of student life. Mark Tichenor assumed his new duties at GGBTS in September. Tichenor served in a similar position at The Criswell College in Dallas the past six years. Previously, he and his wife, Sonya, ministered in Morocco, North Africa, through the International Service Corps of the Southern Baptist Convention's International Mission Board.

Tichenor is a graduate of Houston Baptist University and Southwestern Baptist Theological Seminary. He succeeds Bob Baker, former dean of student life, who began a full-time counseling practice in Mission Viejo this summer.

Trustees also responded to a motion from the 2000 SBC annual meeting. The motion, presented in Orlando last June and referred to all SBC entities, requested "Southern Baptist institutions and seminaries not to require employees to sign 'The Baptist Faith and Message' as a condition of employment."

The response from GGBTS trustees notes that the seminary's constitution states that the "Baptist Faith and Message" approved by the SBC expresses "the cardinal beliefs upon which the seminary is founded and in harmony with which it will operate." The statement further declares that "to these principles, trustees, administrative officers, and faculty members must subscribe."

## Group denied school access to get day in Supreme Court

By Kenny Byrd

WASHINGTON (ABP) -- The U.S. Supreme Court agreed Oct. 10 to hear the appeal of a Christian youth organization that was denied use of school facilities because of its religious nature.

While non-religious groups such as the Boy Scouts and 4-H Club were able to use school facilities after hours, the U.S. 2nd Circuit Court of Appeals said the Good News Club does not qualify under a New York school district's policy.

Milford Central School District has since 1992 had a policy allowing local residents to use school facilities for social, civic and recreational meetings and entertainment events.

The policy states, however, that school premises "shall not be used by an individual or organization for religious purposes."

In 1996, the Good News Club -- affiliated with a Christian missionary organization known as Child Evangelism Fellowship -- applied to use the school's facilities to have "a fun time of singing songs, hearing [a] Bible lesson and memorizing Scripture."

The club said its program typically begins by calling attendance and awarding a treat to each child who can recite a Bible verse. The children sing songs, learn Bible stories and memorize Bible verses and close with a prayer.

After reviewing the club's program materials, the district's interim superintendent said the proposed activities were not merely discussion of secular subjects from a religious perspective, but "were in fact the equivalent of religious instruction itself."

The Milford Board of Education denied the application, and the club filed a complaint with a U.S. district court in March 1997, charging its rights of free speech, equal protection and religious freedom had been violated.

The district ruled in favor of the school district and the 2nd Circuit upheld the ruling.

The 2nd Circuit said activities of the club "fall clearly on the side of religious instruction and prayer." The court ruling details lesson plans of the Christian club, including one that distinguished between "saved" and "unsaved" children. The unsaved are "given an opportunity later in class today to believe on Jesus."

A dissenting opinion from the 2nd Circuit, however, said, "Even if we could not say whether the club's message conveyed religious content or religious viewpoints on otherwise-permissible content, we should err on the side of free speech." It also stated that "no one should be surprised if a religious viewpoint on morality looks very like religion itself."

Many religious advocacy groups had not had time to read the lower court's ruling to determine where they will come down on the case.

But a press release issued by Americans United for Separation of Church and State sided with the school district, saying the case "is a clear example of school officials working to provide safeguards for young children.

"This case deals with a religious group that targets children for evangelism. We believe the group does not have a constitutional right to evangelize on elementary school grounds right after classes end, and we hope the Supreme Court agrees," said Barry Lynn, Americans United executive director.

The case is Good News Club vs. Milford Central School. A date for oral arguments has not been set, but is likely to take place after the New Year with a ruling by next summer.

## **Religious group must pay unemployment compensation, denied high court appeal**

By Kenny Byrd

WASHINGTON -- A group that runs a Christian school lost its bid to avoid paying unemployment compensation Oct. 10, when the U.S. Supreme Court declined to review a ruling of the Wisconsin Court of Appeals ruling.

Left intact was a Wisconsin ruling that Soldiers of Jesus Christ, Inc., does not qualify as a church and is not operated primarily for religious purposes.

The organization runs a boarding school called Peniel Christian School, which is funded primarily with private donations and support from churches of various denominations. The school uses "Christian curriculum," but does not preach any particular doctrine, according to court documents.

Wisconsin's unemployment compensation law exempts employers from making the payments for services performed while employed by a church or organization operated primarily for religious purposes and principally supported by a church.

While the Soldiers organization and its school is run by a Lutheran pastor, the state's highest court said neither the school nor its employees are directly operated, controlled or employed by any branch of the Lutheran church.

"Soldiers argued that it is a church within the broader Christian sense," the court's majority concluded, "but just because it provides a Christian environment and calls itself a church in its articles of incorporation does not make it a church."

The court also ruled Soldiers was not operated primarily for religious purposes. "The evidence does not establish that religion is of first importance or fundamental to the operation of the school."

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## **Jury sides with coach fired by Baptist school**

KANSAS CITY, Mo. (ABP) -- A jury has agreed with a former coach that a Baptist-affiliated university fired her because she sued the school, claiming sex discrimination and that men and women's teams were treated unequally.

While a district judge has dismissed Anne Julian's claims of sex discrimination at Southwest Baptist University in Bolivar, Mo., a federal court in Kansas City said her firing was in retaliation for filing suit.

Julian, a 1990 graduate of the school, was hired in 1996 to coach volleyball and softball. She filed a complaint with the Equal Employment Opportunity Division in 1997, claiming she was paid less and given fewer resources than male coaches.

In 1998 she also filed suit for sex discrimination. She was fired in May 1999.

The school's lawyer told the Kansas City Star that Julian was fired because she mistreated players and acted unprofessionally by discussing her lawsuit with students.

The jury awarded Julian \$1,800 in lost wages and \$75,000 for emotional anguish.

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-- By ABP staff

## Couple offers keys for avoiding divorce

By Ken Walker

CAVE CITY, Ky. (ABP) -- Couples that learn to appreciate their differences, accept their mate and pray together will help safeguard their marriage against divorce, according to marriage-enrichment specialists Bob and Yvonne Turnbull.

The Turnbolls together lead 40 marriage and family conferences a year. Recently in Kentucky, they gave participants a physical demonstration of how spouses complement each other. Yvonne Turnbull asked 138 couples to clasp their hands together, with the fingers of one hand filling the gaps in the other.

"Part of (marriage) is completing each other," she said after outlining the conflicts that plagued the first seven years of her own marriage. "As we resolved conflicts, we saw the whole plan. I needed some of his flexibility and he needed some (of my) organization."

"The first basic is to accept your mate," added Bob Turnbull. "Not the bad behavior, immorality or sin. But accept the person God gave to you. Acceptance is one of our primary needs."

Members of Saddleback Valley Community Church, where he was a part-time staff member in the 1980s, the Turnbolls had varied careers in the past. Bob was an actor, reporter and football coach, while his wife served as a nutritionist for the "700 Club" after earning a master's degree in the field.

After their teachings on marriage at church stimulated speaking requests, they organized their ministry, making it a full-time endeavor in 1993. They have written nine books, the most recent titled "TeamMates: Building Your Marriage to Complete, Not Compete."

Over the past five years, more than 8,200 couples have rededicated their marriages or families to God at their conferences. Nearly 400 couples have postponed or stopped divorce plans, and about 480 people accepted Christ.

Yet, during the past year they have also received several e-mails telling of spouses walking out on their mate just days after attending a marriage retreat.

Watching marriages crumble gets frustrating, Yvonne said. "It impacts a lot of people we know. We see what's going on in their lives. As we travel (we see) people with smiles on their faces, but we find the vast majority are falling apart."

Bob said a key reason that marriages fail is that couples fail to grasp that God intends for marriage to last a lifetime, while Satan wants to drive people apart.

"Most people have no clue," he said, of the source of conflicts that often lead to separation. "They really don't understand there's a massive war going on in the heavenlies. Most people are so recreationally and economically minded they miss it."

Another factor in divorce is a "disconnect" between belief and behavior, he said. Many Christians sit in church and sing praises to God. But afterward they follow worldly philosophies in their marriage, finances and child raising, he said.

"Instead of impacting the world, the world's impacting us," he commented. "Where we live (Southern California) there are so many unbelievers, people who have never gone to church. They are looking for answers, but if our marriages are falling apart they don't see answers."

Throughout the weekend, the couple pointed to some solutions for improving marriage, beginning with their past as an example. Married in 1979, their match quickly turned into a battleground.

Even though they had dated for three years, within a month they were attacking each other and building walls that prevented communication.

Some times their biggest fights occurred on the way to Sunday services, Bob noted. After wearing masks at church, they donned verbal boxing gloves at home.

"That's how couples who look so good in church end up filing for divorce," he said. "There are some couples here ... this is your court of last resort. If this doesn't work, it's all over."

They were nearing that point themselves. Then one afternoon, he prayed, "Lord, is there any hope for this marriage?"

Suddenly a paraphrase of Romans 15:13 came to mind, "Now may the God of hope for your marriage fill you with all joy and peace in believing for your marriage, that you may abound in hope for your marriage."

"I think you have forgotten that," Bob described the Lord speaking to him. When he got home, he discovered his wife had just read that verse and received a similar interpretation.

"God gave us a message of hope that things could be different," Yvonne said. "He said, 'Have hope in me, not the world.' We realized we needed to work on our marriage. But work doesn't mean drudgery."

Midway through the conference, the couple conducted separate sessions. Bob spoke to the women and Yvonne to the men.

In his session, Bob -- who has a doctorate in social psychology -- reviewed the "three C's" for wives. They need to be a companion, a cherisher and their mate's champion, he said.

"If you admire him, men receive this," he said. "From the husband's viewpoint, man's greatest need is for significance."

In "What Wives Want," Yvonne used Ephesians 5:25 and 28-29 to emphasize her point that men should love their wives as Christ loved the church.

For his wife to believe he loves her this way, he must give constant and consistent effort, she said. She then listed three gifts that women appreciate:

- Time, including conversation, that make her feel she is a priority in his life.

- Tenderness. This means praising her for many of her admirable qualities and such touches as leaving love notes, doing her chores, and finding out what she really likes.

- Touch, meaning affection and non-sexual touching. Hold her hand and give her hugs often, she said.

During a candlelight ceremony on the second night of the conference, the Turnbells encouraged couples to pledge to live together in a lifelong covenant.

She pointed out the three characteristics of living in a covenant marriage are focusing on the other person, regarding the marriage as permanent, and forgiveness.

She also reviewed the need for couples to pray together, recalling how they started with five-minute sessions three times a week.

"Start with baby steps," she suggested. "Have goals and a plan of action."

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