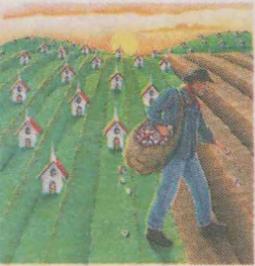


Shine like stars in the world
Philippians 2:15

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FOR THE RECORD



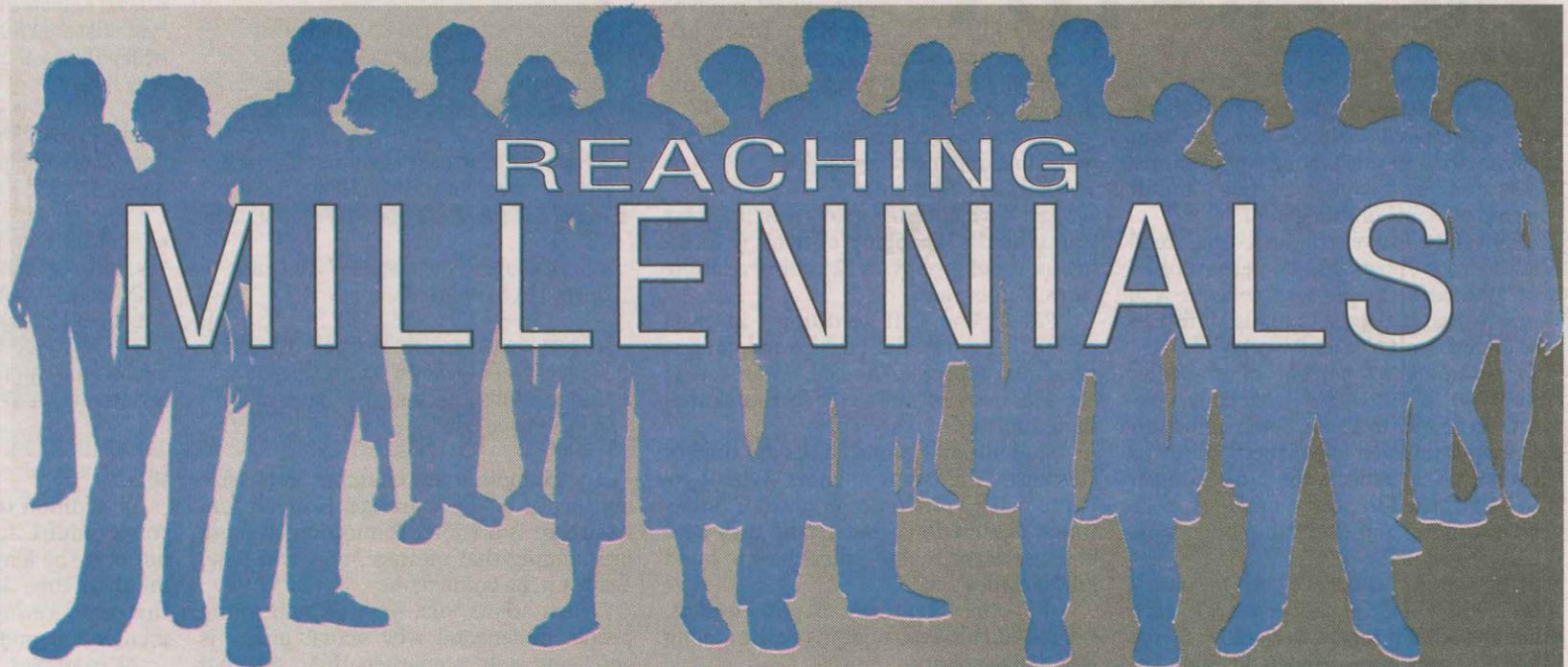
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Financial woes force Cooperative Baptist Fellowship to make deep staff cuts. *Page 8.*

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Churches strive to connect with passionate and purposeful young adults

By Ken Walker
State Correspondent

Somerset—Although church isn't in the forefront of many young people's minds, French Harmon is optimistic about the potential they hold for the future of First Baptist Church of Somerset.

"After working with young adults I have greater hope for the church than before," said the senior pastor, whose church started The Source Ministries last September. The outreach includes a Tuesday night worship service that draws people ages 18 to 30.

"They are passionate and purposeful," Harmon said. "They want Christ's kingdom to advance. They want to make a difference. Churches that are preaching at young adults instead of listening to them won't connect with them."

The outreach-oriented mindset

of Millennials (those born between 1980 and 2000) is a key theme in a new book co-authored by the former evangelism school dean at Southern Baptist Theological Seminary in Louisville.

Written by Thom Rainer and his son, Jess, "Millennials: Connecting to America's Largest Generation" is based on a 2009 survey by LifeWay Research.

This generation has a burning desire to serve, Rainer says in the latest issue of Facts and Trends, a LifeWay publication.

"It is more about what I can do for someone else than what everyone else can do for me," said Rainer, president of the Southern Baptist agency.

The leader of First Baptist, Somerset's young-adult ministry said the cyberspace revolution helps fuel this outlook.

The lightning-fast pace at which news of worldwide inequalities circulates has stirred a reaction among those most adept at using computers and smart phones, assistant pastor Forrest Coleman said.

"A large trend today is to be all about causes, especially those who aren't in church," said Coleman, who joined First Baptist's staff full time after graduating from University of the Cumberlands last May.

"We see the need. With social media and 24-hour news coverage, we see injustice in the world and know

Jesus is about changing that."

As an example of his generation's willingness to act, Coleman mentioned the Passion Conference he attended in early January. The Atlanta event attracted 22,000 people, most between the ages of 18 and 25.

Though organizers set a goal of raising \$500,000 during the four-day event, participants gave more than \$1.1 million. The money will fund ministries in such areas as fighting sex trafficking, aiding impoverished children and helping the homeless.

The Source has tapped into this hunger by starting an ongoing series of servant evangelism projects.

Last fall more than 15 volunteers traveled to Lancaster to do landscaping at a women's shelter. A similar number helped distribute Christmas baskets in December. In the near future, a team will visit an area nursing home. *See Reaching Millennials ... Page 2*



Chaos in CAIRO

Massive, sometimes violent, protests are making Egyptian Christians question their future in the country

By Mark Kelly

Cairo, Egypt—The turmoil in Egypt threatens to unleash chaos in a country long ruled by a dictator where militant Islam has been growing for years—and the outcome is difficult to predict, two Southern Baptist observers said Jan. 31.

Massive protests, at times violent, have rocked Egypt's major cities for more than a week, partly inspired by successful democracy protests in neighboring Tunisia that drove that country's strongman from power. In recent days, police vanished from the cities and allowed mobs to pilage and loot at will, according to media reports. Gangs of armed men attacked at least four jails Jan. 30,

freeing hundreds of Muslim radicals and criminals.

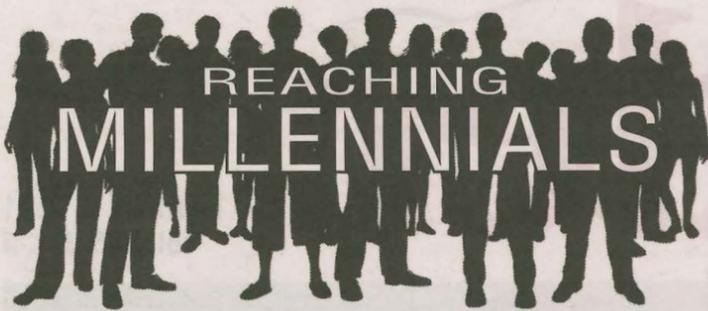
While some demonstrators in Egypt have called for democracy, most are venting their anger over poverty, joblessness, food prices, corruption and police brutality. The Muslim Brotherhood, a hard-line Islamist organization of 600,000 members, also has organized demonstrations.

"Islamic factions of various stripes are interacting with secular and democratic groups with common immediate goals in mind—overthrow the tyrant," said Mike Edens, professor of Islamic studies at New Orleans Baptist Theological Seminary. *See Egyptian Christians ... Page 6*



Protesters take to the streets of Cairo Jan. 29 for what has been called the "Day of Anger." The sometimes violent clashes between the protesters, supporters of the regime and the Egyptian military have been blamed on frustrations with the government, poverty, joblessness, food prices and police brutality. (Photo by Mariam Soliman)

Dated material. Please deliver by Wednesday, Feb. 9



Young adults & church not all bad news, Ky. campus minister says

The complaints about church aired by young adults in his survey revolved around three primary concerns within congregations:

- Paying too much attention to denominational politics.

- A disconnect between the church's preaching and members' actions.

- A lack of authenticity.

One way congregations can address young adults' changing outlook is focusing on small groups and building relationships, Combs said.

"Pastors and staff need to get involved in building more relationships and not just preaching at people," he said. "We're seeing the hierarchy of authority in the church flattening out."

"Students and young adults are tired of checklists. They want to know, 'What's going to make a difference in my life?' Sometimes, pastors don't understand they have to teach deacons and leaders how to build relationships."

Like other Kentucky Baptist leaders, Combs said he sees a budding desire among Millennials to serve.

Last year NKU and other campuses sent students across the state to help churches distribute Find It Here materials. This spring Combs' group will assist various ministries. Their week-long trip starts at First Baptist Church of Shelbyville and heads west to St. Louis before wrapping up in the London area.

Churches need to tap into this missions-oriented nature by providing tangible opportunities for young people to make a difference, Combs urged.

"Church often doesn't matter to them," the campus minister said. "Students need to be told and see how they can plug into the system. We're often not able to help them with concrete ways, explaining how they can incorporate faith into their life."

By Ken Walker
State Correspondent

Highland Heights—While many in Southern Baptist circles express concern over the high dropout rate among young adults, a new study by a Baptist campus minister counteracts some of that gloom.

A November survey conducted via e-mail and Facebook shows that 94 percent of recent graduates of Kentucky colleges who were involved in Baptist Campus Ministries now attend church at least weekly.

In addition, 67 percent of graduates from 2000 to 2010 hold leadership positions, according to Brian Combs, the Baptist campus minister at Northern Kentucky University. That reflects the large number who participated in prayer, missions, evangelism training and leadership opportunities during school.

"They go into churches with an understanding of what it means to relate to each other and what it means to work with ministries," Combs said. "That is healthy and leads people to Christ. They're going to connect better with young adults."

The average Kentucky Baptist church should pay more attention to recent college graduates and invite these Millennials to take active roles, the campus minister said.

However, he noted that many congregations want young adults to first jump through certain hoops. Eager to serve rather than follow tradition, they tend to gravitate to non-Baptist churches with fewer barriers to participation, Combs said.

"They do serve and are engaging different things, like the social justice movement," he said. "They are doing the work of the church, sometimes outside the church. When they try to engage the church, they often hit brick walls."

Reaching Millennials: Church connects with 'passionate' young adults

Continued from page 1

ing home to play board games with residents there.

The ministry also hosts a Tuesday night service that is averaging around 80 people, with a goal of reaching 100 later this summer.

Coleman said the worship service is a key component of the ministry since it appeals to those who have largely turned their backs on church.

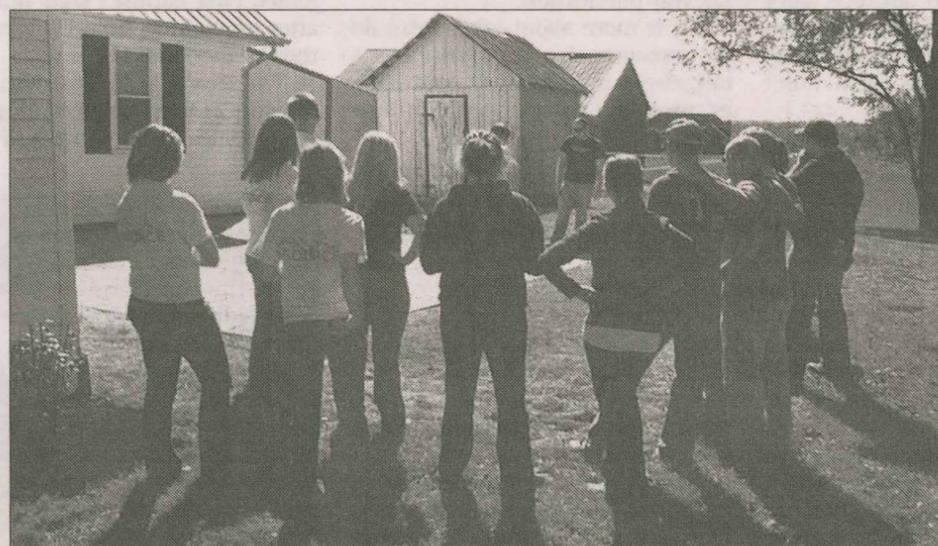
In its first three months three people between 18 and 22 accepted Christ as their personal Savior.

"A lot of young adults see the church as ineffective," said Coleman, who leads worship and speaks on Tuesday nights. "It doesn't really affect their lives. A lot of them have become disenfranchised."

"Churches have been speaking a different language for so long you have to sit down and think, 'How do I connect the gospel from point A to B with 21 year olds?' When I give a sermon, I want it to be applicable as soon as they walk out the door."

Some of Harmon's appreciation for the youthful spirit comes from a concert last fall featuring the group Sanctus Real. The Somerset congregation sponsored it to mark the first anniversary of its contemporary Sunday morning worship service.

"We went to The Source and said, 'We need 100 volunteers; can you help?'" Harmon said. "They did an outstanding job,



'SOURCE' OF LIFE Young adults from The Source Ministries at First Baptist Church of Somerset do servant evangelism projects at a women's shelter in Lancaster last fall.

from setting up to selling tickets to cleaning up. To see people working behind the scenes, for a pastor, it was great."

Mark Whitt has observed similar enthusiasm among students at Murray State University's Baptist Campus Ministry. The volunteer base at his church, The Journey, consists of more than 50 percent students.

"They're teaching kids discipleship studies, unloading equipment at 6 a.m. and setting it up," said Whitt, noting that Jour-

For more reading or study on the Millennial generation:

- George Barna's article "Most twentysomethings put Christianity on the shelf following spirituality active teen years." Visit Barna.org and type "twentysomethings" in the Search box.

- Tim Elmore's book "Lifegiving Mentors: How to Invest Your Life in Others." Available as a Kindle book at Amazon.com.

- Tim Elmore's "Generation iY: Our Last Chance to Save their Future."

- David Kinnaman's 2004 report "Growing Kentucky's Churches from the Outside in." Visit KyBaptist.org and type "Barna study" in the Search box.

- David Kinnaman and Gabe Lyons' book "unChristian: What a New Generation Really Thinks about Christianity... and Why It Matters."

- Gabe Lyons' "The Next Christians: The Good News About the End of Christian America."

- Thom and Sam Rainer's 2008 book "Essential Church: Reclaiming a Generation of Dropouts." Sam is pastor of First Baptist Church of Murray.

- John Sowers' "Fatherless Generation: Redeeming the Story."

For example, many churches emphasize abstinence before marriage. However, unless there is a strong connection to those proclaiming that message, they will rebel against it, he pointed out.

When adults take time to help young people understand why sexual purity is good and will strengthen their spiritual walk, they are more likely to listen, Combs said.

Another reason for strengthening relationships with young adults is their need for guidance. Despite his optimism about their outward-looking nature, Combs said he thinks some students pursue service for the wrong reasons.

Students who have grown up being told what to do like the praise that comes with obedience. Many are so used to praise they seek it out, sometimes to their disadvantage, Combs noted.

"They find fulfillment in (service) because of the praise they get," he said. "One thing I focus on is finding out who they are. I tell them, 'Let's have you be OK with that, find your God-given mission, and plug into

that."

In addition to a need for praise, many young adults are depressed and stressed out over the long list of things competing for their time and attention. Combs said that gives caring adults opportunities to mentor and guide them.

As examples, he pointed to a study by researchers in California that found this year's class of U.S. college freshmen had the lowest emotional wellbeing since they started asking about it in 1985.

Combs also cited statistics from a 2007 survey by the American College Health Association that showed:

- 94 percent of students felt overwhelmed by their lifestyles.

- 44 percent said they were so depressed it was difficult to function.

- 10 percent had considered suicide in the past year.

Those figures are included in the book, "Generation iY" by Tim Elmore, which Combs said gives a good picture of the challenges Millennials face (see sidebar above for more Millennial books and articles).

schools, and mentoring children through Big Brothers-Big Sisters.

Because western Kentucky is such a strongly churched area, many young people are in the habit of attending weekly services, Whitt noted.

Still, he said students searching for a spiritual home want to know whether people in the church are living out their beliefs in daily life.

"Do the people believe what the pastor says?" Whitt said of one of the questions they ask. "Do they believe what the leadership says? What do people there stand for? This age bracket can sense phoniness and is looking for authenticity."

The campus minister said more Kentucky Baptist churches need to find ways to get young adults involved.

Since students value service and want to make an impact, they aren't satisfied attending worship, Sunday school and an occasional dinner, he explained.

Such an outlook is one reason Whitt shares Harmon's optimism about the future.

"I'm extremely optimistic about this generation," Whitt said. "They want to make a difference in the world. They're willing to go anywhere and try anything. They don't see obstacles."

"As a church, we've got to encourage them and cheer them on. They're going to make a difference."

Be wary of dragons and vampires, shepherds warned

By Todd Deaton
Editor

Lexington, Ky.—In biblical times, shepherds had to worry about wolves and lions. Today's shepherds, however, may have to fend off dragons and vampires while escaping black holes, keynote speakers told church leaders at the recent Shepherding the Shepherd Conference in Lexington.

And, to survive in the ministry, shepherds also have to be able to set up boundaries, grow wheat and drive salt trucks, participants were advised during the weekend retreat.

In asserting the need for ministers to set some "boundaries for dealing with difficult people," Frank Page, president and chief executive officer of the Executive Committee of the Southern Baptist Convention, likened some churches to black holes, where a star turns into a supernova and implodes.

"In that implosion, it forms a gravitational field that literally sucks in other astronomical bodies, such as planets and other stars. Some say entire solar systems disappear into this massive black hole and are never seen again," explained Page, one of four speakers to address the group of Kentucky Baptist ministers.

Some churches are like a black hole, he continued. "They have sucked the life out of so many ministers, and godly lay people, and sometimes they are never heard from again," he said. About 10 to 15 years after seminary, two out of every three graduates are no longer in the ministry, he noted.

Borrowing some terms from author Bill Hybels, Page cautioned shepherds not to "spend too much time doing EDAs with EDPs"—emotional draining activities with emotionally draining people. Hybels compared maintaining a healthy emotional state to a car battery, he recalled. "You can turn on a radio or the air conditioner when the engine is not running, and you will run down a battery in just a few minutes.

"But can you recharge it in a few minutes?" he asked. Explaining that it must be charge overnight, Page observed that the same is true of human beings: "You can't get from 'E' to 'F' emotionally very quickly. ... Give yourself some time. Eventually, that gauge will come back to where it needs to be."

One of the best ways to avoid emotional depletion, he counseled, is learning how to identify and deal with dragons.

"Dragons, we know, are fictional beasts—beasts that are out of folklore or mythology that come in and do damage to villages and people," he explained. "But we know they are not mythical in the world of the church."

Sometimes dragons can be spotted easily—if one looks carefully for their footprints. "They are openly critical. You just can't make them happy," Page said. At other times, dragons may not be so easily discernable.

Still, they can wreak havoc on one's energy and joy for doing ministry. "If the first casualty in dragon warfare is enthusiasm and vision, the next is outreach," Page observed. "A pastor in trouble doesn't win the lost as much as he used to."

Page suggested several strategies to deal with dragons:

1) "Face into the wind."—When facing a storm, the best chance of survival is facing it directly.

2) "Learn what you can from the opposition."—Consider the source; they may be telling the truth.

3) "Consider the spirit in which the criticism is given."—Extreme anger often is indicative of another problem with which the person doesn't want to deal.

4) "Consider the criticism calmly."—Scripture tell us that a gentle answer turns away wrath.

5) "Realize that failure isn't fatal."—Somebody doesn't like you. Sooner or later, it's bound to happen.

The best defense against a dragon, though, is to create an atmosphere that breeds advocates, not adversaries. Don't focus on the dragons, Page advised. Instead, "let God build an atmosphere of caring friends.

"Building relationships decreases the likelihood that dragons will ever venture forth," he said.

Roger Barrier, a Tucson, Ariz. pastor, told the ministers that boundaries are sig-

nificant because "we could never have a balanced brain without them."

Like so many, Barrier once subscribed to the adage that "it's better to burn out for God than to rust out." He worked himself to near exhaustion and frustration until one day a counselor informed him of a third option.

"Why don't you be like Arnold Palmer's Pennzoil tractor?" the counselor asked. Reminding Barrier that the tractor had lasted 80 years on his dad's golf course because he had taken care of it, the counselor quipped, "Why don't you just change the oil and see if you can be around here 80 years or so, instead of being burned out beside the road somewhere?"

The third option, Barrier elaborated, is to enjoy life, find a balance between work and rest, and take time for your self, family and children.

"We forget sometimes that Jesus protected himself," he noted. "He left a lot of people unhealed and unwell I suppose, and he went off to spend the night in prayer and rest with His Father."

Pastors and pastors' wives need to remember that if Jesus had to get away from the people at night—he was putting up a boundary—then it is alright for us to," Barrier said.

In setting boundaries regarding safe and unsafe people, he distinguished between three types of people: the drainers, the normals and the energizers. "There is nothing wrong with spending time with drainers; you have to minister to drainers because Jesus did," he allowed. "But, if you don't have some energizers, it's not going to be long before you start breaking down," he cautioned.

"The Energizer Bunny is a fraud!" Barrier exclaimed. "He keeps going and going and going until what? They have to transplant his batteries."

Steve Rice, pastor of First Baptist Church of Shelbyville, offered four keys to help ministers in forming enjoyable relationships: Recognize the good in people, practice positive praying, be patient with peo-

ple's progress and love people through Christ.

Rice said that he had discovered that life is not "airbrushed," like a picture can be improved by using Photoshop computer software. "Life is just life," he observed.

Deacons and church members can't be "airbrushed" either, he noted. "You are just going to encounter real people—their hurts, their warts, their bumps," Rice said.

There are two things one can do with difficult people: resent them or present them to the Lord in prayer, he concluded.

Prayer is "focusing on the Lord," Rice said, and "when we hang around Jesus, we will start sounding and loving like Jesus. And, we will show mercy like Jesus shows us mercy."

Singing a chorus by Point of Grace, Rice reminded the group, "God loves people more than anything, and more than anything He wants them to know He'd rather die than let them go, 'cause God loves people more than anything."

In the closing message, Tom Curry, pastor of Parkland Baptist Church in Louisville and a Chaplain Colonel in the Air National Guard, gave an affirmative answer to the question, "Can God grow wheat where I am?"

After hearing about dragons and attending a seminar on emotional vampires, who suck the lifeblood out of ministries, Curry quipped, "I bet we are scaring the young ones to death. Why in the world would you want to be in the ministry if you've got to face dragons and vampires?"

To those who just long to see a bountiful harvest for the Lord, Curry offered this encouragement: God can grow wheat where the seed is sown faithfully and where the sower will serve humbly.

Declaring that salt and light are the best tools for ministry, Curry asserted, "Your ministry is never more effective than when you let God be salt and light through you.

"Ever get behind a salt truck on the Interstate?" he asked. "They are just the ugliest things you have ever seen ... unless you are the one on the Interstate who is trying to get down the road, ... and you wished you had stayed at home, but it's too late.

"That's what we are," he explained. "You are the salt of the earth. You are the light of the world. Don't you quit!" he urged.

"Dragons, we know, are fictional beasts But we know they are not mythical in the world of the church."

Former Owensboro youth minister pleads guilty

Owensboro—A man who once served as a Kentucky Baptist youth minister has pleaded guilty to charges of sex abuse.

Jacob Allen Conder, who once was a youth minister at Wing Avenue Baptist Church in Owensboro, entered a guilty plea Jan. 25 to four counts of sex abuse, according to the Associated Press.

The guilty plea means Conder will serve three years in jail in addition to the one he received after he was found guilty last month on a similar charge, the AP reported.

Conder was accused of having inappropriate contact with a 15-year-old girl at an all-night church function. That girl's allegations prompted two other girls to come forward with similar claims, the AP story noted.

The charge Conder was convicted of in December resulted from an earlier abuse allegation during a church mission trip to Letcher County.

Church planting training sessions not just for pastors

Louisville—Starting new churches is not a one-man calling. Equipping an entire team to plant a new church and help it thrive is the focus of Basic Training Journey for Church Planting, Feb. 24-26 in Louisville.

"We often have a planter attend the training, and that is good. However, the experience is stronger when the planter comes with some—or all—of his team," said Larry Baker, the Kentucky Baptist Convention's missions growth team leader.

"They are able to make decisions together about the direction of the church plant," he said. "This gets the team on the same

page with the same vision."

The training is ideal for many people, Baker said: potential "planters" interested in starting a new church; pastors and leaders of churches that are considering sponsoring a new church; directors of missions; and individual lay leaders from Kentucky Baptist churches who simply want to know how church planting works.

"It is not only a workshop on how to plant a new church. It is a journey of growing in your faith in Jesus Christ," Baker added. "Key components of the training focus heavily on personal spiritual growth that

will empower the planter to be effective."

The 18 hours of instruction includes hands-on activities to help teams take the first steps in launching a congregation.

Basic Training Journey for Church Planting is \$30 per person or a maximum of \$120 per team. The fee includes lunch and conference materials.

The event will be held at the Kentucky Baptist Building in Louisville. Online registration is underway at www.KyBaptist.org/BasicTraining. For additional information, including details on scholarships, call (502) 489-3528 or (866) 489-3528.

Pro-lifers fear ruling could bring abortion-seeking teens to Ky.

Frankfort—A Kentucky court ruling could make the state a popular destination for pregnant teenagers seeking abortions without their parents' consent.

A 2-1 opinion by a panel of the Kentucky Court of Appeals said judges in the state may give permission for abortions to teens from other states, according to a report last month in the Louisville Courier-Journal. The judges in the majority acknowledged their ruling could lead to "forum shopping," the newspaper report-

ed. They used the term to describe a situation in which a minor would travel to Kentucky seeking a favorable ruling from a judge after her request for a judicial bypass under a parental notification or consent law in her home state is rejected.

Margie Montgomery, executive director of Kentucky Right to Life, told the Courier-Journal she feared the decision could turn the state into a sanctuary for abortion-minded girls from other states.

A pro-life advocate in Washington said

that the Jan. 11 ruling demonstrates why Congress needs to pass the Child Interstate Abortion Notification Act. That bill would prohibit a minor from being transported to another state to avoid a parental involvement law in her home state.

"It is clearly in the role of the U.S. Congress to make sure that one state does not move to undermine the laws and parental rights of another state," said Tom McClusky, senior vice president of Family Research Council Action. (BP)

Bold Knights

For the past seven years, Mill Creek Baptist Church in Radcliff, near Fort Knox, has been conducting what it calls "Bold Knights" programs for military personnel who are near the completion of basic and advanced training.

Partners in the Mission

By Bill Mackey

With the dynamic leadership of Pastor Jim Shaw, the church has provided a time of fellowship and recreation for the soldiers that is followed by a meal and worship service.

On a recent Saturday night, I had the opportunity to experience a Bold Knight meal and worship service.

During the meal for the 133 soldiers, seated around tables in the family life center, Pastor Shaw moved around the room greeting soldiers and interacting with them about their home state, basic training and family.

I served as a host at a table for the meal and thoroughly enjoyed meeting an outstanding group of young men with home states as far ranging as New York, Florida and Minnesota as well as Kentucky.

Pastor Shaw recognized birthdays and gave soldiers an opportunity to call home. The soldiers had been in training on the base for 13 weeks. They really enjoyed the opportunity to be off base and to taste different food.

After the meal, everyone gathered in the sanctuary for worship. The church praise team was directed by an enthusiastic, young school teacher who grew up in the church.

Pastor Shaw took time to let them share their prayer requests and then he asked me to pray for them and their requests. He knew how to relate to the soldiers in an informal way and how to share the gospel in an understandable way.

During the invitation, a few soldiers came and then others started coming—joining arm in arm, shoulder to shoulder and swaying to the music. Due to a large response, they were directed to the counseling room.

The former soldier who coordinates the event directed those making first-time professions of faith to tables and others to a row of chairs. A layperson at each table then led the men through the counseling guide, which included a prayer of commitment. Twenty-five soldiers prayed to receive Jesus Christ and 57 made commitments of rededication.

Upon returning to the sanctuary, one soldier spoke to thank his fellow soldiers for helping him pay for his mother's surgery. As he expressed emotion, about 12 soldiers spontaneously surrounded him.

Mill Creek Church has served more than 7,000 soldiers and has witnessed more than 700 professions of faith and about 1,500 other decisions for Christ during the past seven years. Please join with me in praying for these soldiers and all military personnel who serve to protect our freedom and that of others around the world.

Bill Mackey is executive director of the Kentucky Baptist Convention.

Changes ahead: Diversity, missional key words for adapting

Kentucky Baptist churches will face some serious challenges during the next decade, according to Ron Couch, one of the state's leading experts on demographic trends. Couch, who led two statistics-packed presentations during a staff retreat for Mission Board employees last week, confirmed some general impressions, countered some common misperceptions and, more importantly, pointed out some potential opportunities and strategic directions for effective ministry.

Couch directed the Kentucky State Data Center at the University of Louisville for more than 20 years. Since October 2009, he has served as director of research and statistics for the Kentucky Education and Workforce Development Cabinet, which develops databases on demographic, educational, workforce and economic trends. Among his key insights that will significantly impact the work of Kentucky Baptist churches were:

- The world's population will grow from 6.7 billion today to an estimated 9.1 billion people in 2040, but is projected to start shrinking after 2050. Two-thirds of the growth, however, will not be due to fertility, but to longevity. Simply put, because of advances in health-care, more of us are living into our 80s and 90s.

- During this decade, 63 percent of the population growth in the United States will be in the mature adult population, ages 45 and over. The real aging of America is just beginning, Couch observed, noting that more than half (53 percent) of the growth will be in the 65 and over age group.

- The fertility rates of most states, including Kentucky, are below the replacement rate, meaning these states would be declining in population, save for domestic migration or foreign immigration. The good news, however, is that 89 percent of domestic migration is moving to the Southeast and, as Couch sees it, the upper South—Kentucky, North Carolina, Tennessee and Virginia—has the greatest potential for growth.

- Many states (and churches, for that matter) fear that younger adults are leaving for areas of greater opportunity, but the reality is that the young adult population in 42 states was projected to decline during the last decade. The major reason was not that they left, Couch insisted, but that the numbers were never there in that particular age bracket.

- The next few decades will be characterized by rapidly increasing diversity. By the early 2040s, there will be no majority population in the United States. All groups, including non-Hispanic whites, will be minorities. Previously, immigration has been the major factor, but the native-born Hispanic population is quickly becoming a driving force. Hispanics now account for one-fourth of all births.

- Approximately 40 percent of children are born to unmarried mothers. Only 13 percent of these are by teens, while women in their 20s account for 60 percent. Since a major predictor of an unmarried mother is poor education, the number of children living in poverty is increasing.

- Family roles are changing. Because the average male makes comparatively less than he did in 1975, most families must have two wage-earners—not to thrive but to survive. For one in three families, the wife's paycheck is more than the husband's. Meanwhile, America appears to be losing its middle class.

How will the changes ahead impact churches? After Couch's presentations, various KBC leaders tackled this question.

Directors of missions focused on various community issues, such as social welfare, unmarried pregnancies and the growing prison population. They saw a need for more senior adult ministries, after-school care for at risk kids, and outreach programs among ethnic groups. The DOMs encouraged building multi-use facilities to promote intergenerational ministry.

Church development leaders are concerned about how a predicted downturn in the number of youth will impact youth ministries, especially in light of a burgeoning senior adult population. While acknowledging an obvious need for ministries to older adults, they cautioned against letting the data negate the Great Commission, emphasizing that there still will be 700,000 youth in the state who need to hear the gospel and be disciplined. We need to think more like missionaries approaching a yet-unreached people group because our culture is so lost, they urged.

Missions Growth leaders heard the need to be more relational, particularly in reaching single-parent and blended families, and in strengthening assimilation and discipleship efforts among differing economic, cultural and ethnic groups. They insightfully asked how Baptists can uphold biblical standards of what it means to be family and a people of morals while at the same time be people of grace and ministry who assimilate and disciple those who are different from us and need to be reached for Christ.

Finally, leadership development leaders focused on the aging, non-Hispanic white population and the browning complexion of our nation. Recognizing that most of our churches do not reflect our society's diversity, they challenged Kentucky Baptists that if they are serious about penetrating their communities with the gospel, they must be willing to see the same diversity in their congregations. They encouraged churches to move from a survival mode to a missional mentality.

**After Thought**

By Todd Deaton

10 tips for a church Facebook page

If your church could make free public announcements to thousands of your members' friends, would you do it? If there was a simple way to help members and guests feel more connected to your church, would you use it?

Small and large churches across our nation successfully use a Facebook organization page. I interviewed several of them to collect tips to help your church get started.

Tip 1: Begin well. Study other churches' pages for ideas. Use simple tips from Facebook's help section to create your church organization page. Then ask church members and guests to "like" (join), so your posts display on their newsfeed.

Tip 2: Keep it short. Want posts to be read? Keep them very brief. Give basic info to ignite interest and pro-

vide a link to the church website for more details.

Tip 3: Add a graphic. Attract more readers by attaching your church logo, event logo, a photo or graphic to posts.

Tip 4: Post regularly. Consider allowing several leaders or members to post. Two or three posts per week would be desirable.

Tip 5: Keep it positive. This is no place for whining. Positive posts convey the emotion and reality of

true fellowship and confidence in God.

Tip 6: Connect. Announcements help readers feel connected with the church. Tell about the upcoming events, classes and ministries. Communicate weather cancellations or disaster relief.

Tip 7: Develop a relationship. Be authentic and encouraging. Tell

the story of God at work. Encourage readers to comment or add photos to create interest.

Tip 8: Use video clips. Professional video isn't necessary; a flip camera will do. Video short clips of members sharing life stories about God's power. Introduce an upcoming sermon series, peek into a youth event or show senior adults quilting.

Tip 9: Spotlight different groups. A Bible class, worship team or youth group could have another Facebook page for communication.

Tip 10: Wait just a minute. Before submitting a post, re-read carefully to check tone, grammar and spelling. It represents your God and His church, so do it very well. Pray for God to use it to touch lives, then hit "post."

Why not give it a try? A Facebook organization page may help your church share the story of Jesus!

Diana Davis is the wife of Indiana Baptists' executive director and author of "Deacon Wives."

WESTERN Recorder

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Therefore let us pursue the things which make for peace and the things by which one may edify another. Romans 14:19

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Fresh Ideas

Diana Davis

So you want to go deeper in your small group

By Trevin Wax

I once met a youth pastor who was so frustrated with accusations of “shallowness” and demands for “more depth” that he told me, “Fine! If they want to go deeper, I’m going to go so deep it drives them nuts. I’ll drown them in depth!” I didn’t like the youth pastor’s attitude. But I did understand his frustration. Sometimes it’s hard to please the people clamoring for “deeper” teaching because everyone seems to have a different idea of what “deep” is.

‘Just the facts Ma’am’

One group thinks teaching is deep if they learn something they didn’t already know. The goal is to walk out of the classroom with more information than they had coming in.

I sympathize with the group that wants more facts. We have more resources available to us than ever before and yet people seem to know less and less about the Bible.

But information is not the goal, and information alone is not depth. Take this approach to the extreme and we produce an elite class of biblical hobbyists.

‘Insights for living’

Another group thinks “deep” means “insight for life.” Make a verse of Scripture apply directly to what I do tomorrow. “Deep” means “applied well,” and transformation (rather than information) is the goal.

I sympathize with anyone seeking “life transformation” in Bible study. Surely we don’t want people looking in the mirror of God’s word and then walking away unaware of their reflection.

But even if we hope to apply the Bible to everyday life, we don’t want to be self-absorbed readers skimming the Scriptures in search for practical tidbits as if we are reading a self-help book. If we go about Bible study this way, we never deal with the big picture and end up spiritualizing earth-shattering truths into coffee mug verses.

‘Gospel-centrality’

So what do we mean by “depth?” Not just new information or insightful application. We are longing for a depth that grounds us in the richness of the gospel.

Too many times, we assume that the gospel is just the basics of the Christian life, but that intense, deep discip-

ship takes place when we get into the theological precision of interpreting doctrines. Not so. The gospel is the story that gives richness and profundity to all our study of the Bible. John 3:16 is simple enough for a child to believe, and yet we can linger over these words for a lifetime and never exhaust all the truth contained here.

Going deep is:

- immersing ourselves in the truth that Jesus Christ shed and died to save helpless sinners like you and me.
- seeing the depth of our sin and God’s grace.
- remembering that there is nothing we can do to make ourselves more acceptable to God.
- returning to the costly grace that demands “my life, my soul, my all.”
- viewing the whole Bible in light of the overarching story of grace that has the gospel announcement as its climax and the gospel community as its result.

It’s been said that the gospel is not just the ABCs of salvation, but the A to Z of the Christian life. Depth occurs when we more deeply explore the truth of the gospel and its implications.

A plea to teachers

As a final note, I plead with teachers. Whatever literature you may use, you are the factor that makes the difference. Gospel-fueled transformation takes place best when the teacher’s life is bubbling over with gospel enthusiasm.

Let’s ask ourselves:

- Am I reading my Bible just to prepare my lesson? Or am I immersed in this gospel story daily?
- Am I reading other literature and materials that deepen my own walk with Christ? Or am I content with throwing together the facts for an interesting presentation on Sunday?
- Am I seeking to be a missionary in the community God has placed me? Or am I content with the little group I teach on the weekend?

Deeper teaching happens when we have deeper teachers. Let’s soak ourselves in the truths of the gospel and the Word. Then, let’s invite others to the fountain of living water offered freely by our Master Teacher whose life and death changes everything. (BP)

Trevin Wax is editor of *GospelEPIC*, a curriculum being developed by LifeWay Christian Resources.

FIRST PERSON

Ch – Ch – Ch – Changes

By Jeremy White

My wife and I have observed that whenever you finally get your house fixed up exactly the way you want it, then it’s time to move. It can often seem that way in your financial lives as well. Just when you get everything set about right, a major change happens.



Whenever you experience a significant life event or a significant change in your situation, it is a good time to review your various financial protections, approaches and plans. Here are

common trigger events that may cause such a review:

- Getting married or divorced.
- Having a new baby or an adoption.
- Changing jobs.
- The death of a family member.
- A significant change in your financial situation, such as receiving a large inheritance.
- A child leaving home or leaving for college.

When these types of triggering events occur, then it is very important to review your situation. Sometimes change itself can be a challenge and can absorb a lot of your mental energy. But soon after that change, remember to consult with your advisors and review the following important areas:

- Check the adequacy of life insurance. It may need to be increased or decreased depending upon the change.
- Make sure that your health insurance continues to be appropriate for your family size and age.
- Review your will.
- Adjust your expenses relative to your income.
- Review disability insurance and other types of protections.
- Review your beneficiaries to make sure they are up to date.
- Consider combining retirement plans from previous employers or other locations.

Be encouraged that whatever changes we go through that our Lord has promised to never leave us nor forsake us. It is our job to try to be content with the changes we occur as we walk with the Lord.

Jeremy White is a CPA with Blythe, White and Associates in Paducah.

Valentines Day and singles

By James Stillwell

1. If you can, take the day off. This year, Valentine’s Day is on a Monday, so take a long weekend. Take a personal retreat. Get a cabin in the woods, and spend your time in prayer and meditation. (Cedars of Peace, for example, is a cluster of cabins located in a wooded area in the center of Kentucky, with cabins available for those wanting a place of deep quiet and solitude.)

Take time to read scripture as a love letter to you. Take long walks in the woods where you can pray out loud. Attend a worship service somewhere you know the sermon won’t be about romantic love.

2. Celebrate you! Have fun with the idea that Valentine’s is set up by greeting card companies to make money. Think of all the money you’re saving. With the money you would have spent on someone else, treat yourself. Think of something you love to do, such as hanging out in a bookstore, art gallery or museum.

3. Consider contentment. Marriage is sometimes like flies on a screen door: some people want out, others want in. The loneliest person in your zip code tonight may not be a single person, but a married person unable to sleep—physically not far from a spouse. Count your many blessings. Name them one by one. And it will surprise you what the Lord has done.

4. Avoid watching romantic shows or movies. If you like movies, find a good non-romantic one you’ve always wanted to enjoy. If you like music, listen to your favorite music as loud or as quiet as you want.

5. Hang out with good friends. Get a group together for games, music and food. Make sure those calls are not to former romantic partners or to someone you’ve been thinking about dating. Celebrate friendship rather than putting too much pressure on yourself on such a day loaded with too many expectations.

James Stillwell is minister to singles at Immanuel Baptist Church in Lexington. E-mail: james@lbs-lex.org.



Encouraging youth to read the Bible more this year

Last month, I suggested 11 things that we need to pay attention to in youth ministry in 2011. The first one was to “read the Bible through this year and challenge your students to do the same.”

Several surveys and press releases lament the rise of biblical illiteracy in America. George Guthrie in a Jan. 31 post in Baptist Press wrote, “Only 16 out of 100 of those who regularly attend our churches read the Bible every day; another 32 percent read the Bible at least once per week.”

This means that more than 50 percent of people who come through our doors on a regular basis only read their Bibles occasionally, perhaps one or two times per month, if at all.”

To help us get a handle on this issue, I posed this question to some of your Kentucky youth ministers: “What are you doing to encourage and equip students for reading the Bible throughout the year?” A couple of their most encouraging answers follow.

Michael Coogle, youth minister at Immanuel Baptist Church in Elizabethtown, said, “In the few hours we get with our students each week, I think it is impossible for them to grasp a good understanding of the big picture of the narrative of the scripture. That understanding can only come through daily Bible study.”

“For many students, this is not something that they will do. Almost all of them know and understand that it is a good idea to study God’s word. Yet, a ridiculously small percentage actually do it. To help encourage them to read through the Bible in a year, I had to first address the issue of why they won’t read God’s word.”

“For my core students who I feel ‘get it,’ the issues ranged from time and motivation to getting discouraged about their poor reading skills. So I gave them several options of how to make the best of their personal abilities so that they could have an enjoyable, profitable experience in God’s word.”

Youth Ministry Corner



Joe Ball

He continued, “First, they have to buy into the fact that this is worth doing. They have to understand and truly believe that there is benefit to reading God’s word. This belief would only be proven through action.”

“Second, I’ve encouraged them to take advantage of the technology in their pockets. Their iphones, droids and ipods have apps that will allow them to listen to God’s word or to remind them daily of assigned readings. This works! I’ve got kids listening to God’s word.”

“Third, I’ve encouraged them to read one of about four translations that are a little more ‘reader friendly.’

“Lastly, we hold each other accountable; reminders, texts, emails, small groups ... you name it, we do it—and it works. Kids are reading God’s word daily.”

David Buckner, minister of youth at Westport Road Baptist Church in Louisville, is dealing with this issue in a little different manner. “Right now, I’m simply trying to build a foundational footing,” Buckner said, “not only with encouragement to read and study the Bible, but also what the Bible is and how it is put together.”

Buckner continued, “Every Sunday night that we can, we have about 45 minutes of ‘Bible basics.’ This is where we talk about each book of the Bible, one-by-one, in as much depth as we can in 45 minutes. We cover the author, occasion for writing, approximate date of writing, its place in the canon, some quotes they have probably heard, significant stories from the book, and other things like that.”

“Hopefully, this knowledge and exposure leads to a new and refreshed perspective of what the Bible is as God’s gift to us. We don’t

necessarily have a reading plan to read through the Bible, but we do have a plan to get to know, appreciate and use the Bible this year.”

Joe Ball, a former youth minister at Edgewood Baptist Church in Hopkinsville, is youth strategist for the Kentucky Baptist Convention.

“Only 16 out of 100 of those who regularly attend our churches read the Bible every day.”

Egyptian Christians are concerned for the future

Continued from page 1

nary. "The common energy of youthful idealism, awareness of the injustice of the status quo, and impatience with structure has caused these and other factions to cooperate for immediate outcomes with disregard for who will lead after the dust settles."

The Egyptian turmoil is not primarily a democratic uprising like the one in Tunisia, said Eddie Pate, director of the David and Faith Kim School of Global Missions at Golden Gate Baptist Theological Seminary.

"I doubt very seriously that this is some kind of 'grass-roots' popular uprising by people that are disenchanted with the government, fed up with poverty or a lack of jobs," Pate said. "While they may be some of the people protesting, I would see this as being orchestrated by people seeking to capitalize on what happened in Tunisia."

"I think the fact that the situation worsened after Friday prayers is an indication that Muslim leaders are, at best, not discouraging the protests," Pate added. "We have to remember that the Muslim Brotherhood started in Egypt. They are likely to demand a more influential role in the next government should the current government be forced to step down."

The Muslim Brotherhood advocates imposing Islamic Sharia law and is allied closely with the radical Hamas and Hezbollah organizations, both of which also are linked to Iran. Muslim Brotherhood leaders have been suppressed by the regime of Egyptian President Hosni Mubarak, who has ruled the country for 29 years. The jailbreaks freed 34 Muslim Brotherhood members, including at least seven senior members of the group, according to news reports.

Since its founding in the 1920s, the Muslim Brotherhood's goal has been to establish militant Islamic control over Egypt, noted Egypt-born Michael Youssef, founding pastor of the non-denominational Church of the Apostles in Atlanta.

"The Muslim Brotherhood has been thirsting for power in Egypt for many, many years," Youssef wrote in a Jan. 28 column. "Look at what is happening in Gaza today and you will have a very good idea of what could happen in Egypt if Hamas' friends and allies, the Muslim Brotherhood of Egypt, come to power. It will not only spell disaster to the West and to Israel, but also to the Christians and the secular-minded Muslims."

Pate said he also sees danger in the uprising for Egypt's Christians, who have been under rising persecution, including a Jan. 1 suicide bombing in which 21 worshippers were killed at a church in the port city of Alexandria.

"Whatever the outcome (of the turmoil), the church in the Middle East is still going to be vulnerable," Pate said. "Presidents and kings in the Middle East generally provide some 'bubble' of freedom for the church—whether that be in Egypt or elsewhere. They are offered some protection. When regimes change, the status of the church will be an issue. It's time for Christians in the West to pray for the church and all the peoples of the Middle East."

In a bid to appease demonstrators demanding he step down, Mubarak created a new office of vice president Jan. 29 and named his intelligence chief, Omar Suleiman, to that role, apparently as a proposed successor, news reports indicated. Many protesters, however, are demanding complete removal of Mubarak's government.

Residents in many neighborhoods have formed their own vigilante protection groups, arming themselves with firearms, sticks and clubs and setting up checkpoints and barricades, news reports indicate. Young men also have been seen directing traffic and chasing away criminals.

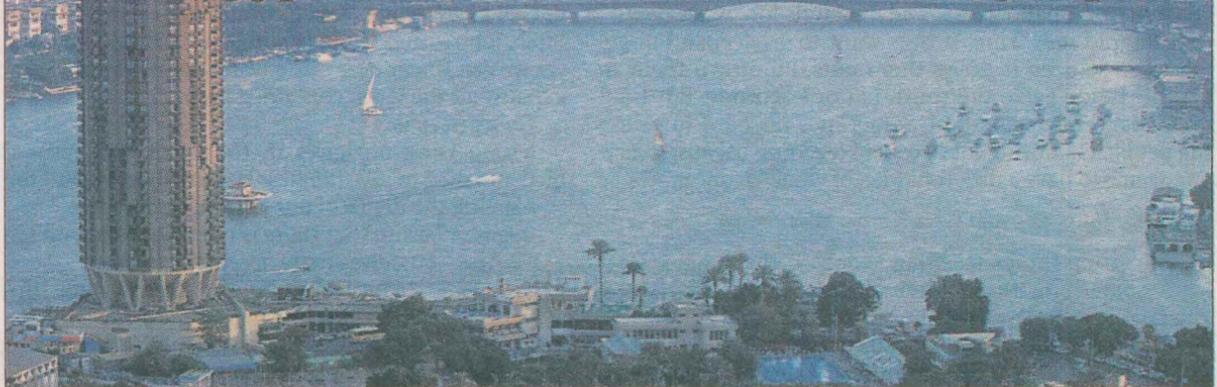
It may take a couple of weeks to see what direction Egypt will take, Edens added.

"What do I think this world looks like? This world is Internet driven and youth oriented. It could be concept driven, but that is unsure," Edens said. "For certain the power brokers—generals, mega-rich, old-machine leaders, and diplomatic corps—will be attempting to create a favorable outcome for themselves and their interests."

If Islamists fail to gain control and Egypt becomes a more open, democratic society, Egyptian Christians would be encouraged, Edens said.

"I think, in an open world of ideas where the biblical Jesus can be shared, the gospel wins," Edens said. "There will doubtless be sacrifices to come if such a world is to be born and sustained." (BP)

Hunt: Egypt will find freedom in the gospel



The Nile River appears to run calmly through Cairo—but there is civil unrest in the country. Former Southern Baptist Convention president Johnny Hunt said he hopes Christians will see the upheaval as an opportunity to bring more Egyptians to Christ.

By Trent Parker
International Mission Board

Cairo, Egypt—As the situation in Egypt grows more uncertain, pastor Johnny Hunt is challenging Christians in America to pray Egyptians will find freedom of a different kind—freedom that comes from knowing Christ as Savior.

"This is an opportunity for believers to help (Egyptians) realize the freedom they are looking for is more spiritual than political," said Hunt, pastor of First Baptist Church of Woodstock, Ga., and former president of the Southern Baptist Convention.

During a two-week journey in October 2009, Hunt traveled extensively in North Africa and the Middle East. He and his colleagues met with more than 30 Baptist pastors from six nations, visited Southern Baptist workers in the region and traveled to one of the most volatile places in North Africa.

Egypt—along with other lands across North Africa and the Middle East—has long been closed to the gospel message. Hunt said he hopes political reforms in Egypt will result in an environment in which believers can more freely share the gospel.

"I'm seeing this as something God is stirring up," Hunt said, "and hopefully (openness to the gospel) will spread from one nation to another to make a tremendous difference."

Once centers of Christianity, Egypt, Tunisia and other North African countries produced some of the faith's most influential thinkers, such as Augustine. However, today only 1 percent of Northern African and Middle Eastern peoples follow Christ in an area that now is dominated by Islam.

"Helping those people realize how they cradled

Christianity in the first centuries would just be phenomenal and would have a big impact," Hunt said.

"We have got to be concerned (with) such vast numbers of (spiritual) lostness," he said. "It must break our hearts so much so that we see this as an open door" to share the gospel.

A 'ripe harvest'

Egypt's capital, Cairo, has a population of approximately 11 million and an infrastructure that rivals many modern cities around the world.

"If Cairo were to become a genuine democracy with freedom of speech and religion," Hunt said, "it could become a major hub to taking the gospel to that part of the world."

"This is a chance for a ripe harvest," Hunt said. "We need to pray for (Christians) there, that God would really ignite their hearts to take advantage of this opportunity to share with people."

Hunt urged Southern Baptists to pray for the work being done in North Africa and the Middle East, and to be ready to support the work God is doing there. Southern Baptists need to "not miss this opportunity to a window that God may be giving us," he noted.

Hunt said he has seen firsthand the spiritual lostness of North Africa and the Middle East and is passionate about partnering with the local pastors and other Christians in the area to reach those who have not heard the gospel.

"My heart and passion are there—simply from being there and meeting the pastors and hearing their cry for help and seeing the lostness," Hunt said.

"We could see a spiritual revolution among these people." (BP)

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'I'd like to thank God ...'

Some athletes more outspoken than others in thanking the Almighty for success

By Paul Cloos
Mobile (Ala.) Press-Register

When the Auburn Tigers won the BCS college football championship against the Oregon Ducks, Auburn coach Gene Chizik thanked God. The team's star quarterback, Cam Newton, said he felt his performance showed what God can do.

Thanking God now has become almost commonplace among athletes, which begs the question: Does God play favorites in sports? These athletes are among the most notable God-thankers in sports.

Pat Day

A little man with big faith, Pat Day won many races as a jockey, but he only won the Kentucky Derby once, in 1992. And when he did, he didn't even dismount before praising God.

"Immediately after the Kentucky Derby, I lifted my hands up, and I was praising God for again allowing me the thrill of being in the winner's circle," Day recalled in an interview with the Christian Broadcasting Network. "It's a joyous occasion, and I couldn't help myself. I lifted my hands to the heavens and was praising God."

Diego "Nightmare" Sanchez

You wouldn't think religion and mixed martial arts—a sport in which the combat-

ants seem intent on killing each other—would be a natural fit, but don't tell that to Sanchez, who before and after every fight, can be heard giving all the glory to God. "I give Him the victory. I do not consider the victory as mine. It is His. I envision being one of His warriors and giving Him the glory," Sanchez once said.

Jim Caldwell

The Indianapolis Colts coach took over for Tony Dungy, a man also known for his faith. "Obviously, it is no secret that I am a Christian and I don't hide from that fact at all," Caldwell said.

"I do believe that because of faith, often times it will keep you a bit calmer in certain situations. Overall, I think it has certainly taught me a lot about discipline, a lot about commitment in my life and it's helping me today as well."

Jay Barker

Jay Barker led the Alabama Crimson Tide to a perfect 13-0 season in 1992, beating Miami in the 1993 Sugar Bowl to win

the national championship.

Barker, who played for fellow man of faith Gene Stallings, has never been afraid to share his Christian beliefs. After his college and pro careers, he's turned to talk radio as a medium to reach others.



PAT'S PRAISE Kentucky Derby-winning jockey Pat Day, seen here speaking at last year's Kentucky WMU annual meeting, frequently gives praise to Jesus Christ for all of his success.

"I just tried to use the God-given talents I had to help my team win," Barker said when asked about not being the flashiest player on the field. "After all, we had a great defensive team. Sometimes, the things that people said did hurt, but it also made me grow stronger in my faith."

Drew Brees

"God is great," Drew Brees said after being named MVP in last year's Super Bowl XLIV after leading the New Orleans Saints to an upset victory

over the Indianapolis Colts and their faith-filled coach, Jim Caldwell.

Anthony Mason

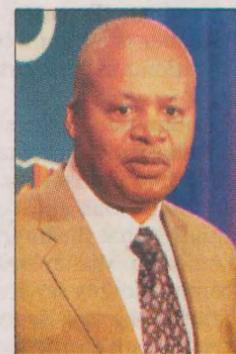
The power forward for the Charlotte Hornets put the focus on God, not himself, after scoring 21 of his 29 points in

the fourth quarter to eliminate the host Atlanta Hawks in the first round of playoffs at the end of the 1997-98 season. After thanking God for making all things possible, Mason said he had been "allowed" to perform well.

Tim Tebow

Heisman Trophy winner Tim Tebow doesn't just thank God after a big win; he wears Bible verses on his face (or at least he used to).

When Tebow led the University of Florida to the national championship in 2009,



Jim Caldwell

written in white on the black strip under Tebow's eyes was the scripture reference to John 3:16. As the TV announcer congratulated him on being named the game's MVP, the first thing Tebow did was thank his Lord and Savior Jesus Christ.

Herb Lusk

Some credit Herb Lusk as the man who started the whole athlete/God thing, though it no doubt started well before him. He started another signature move: kneeling in the end zone after a touchdown.

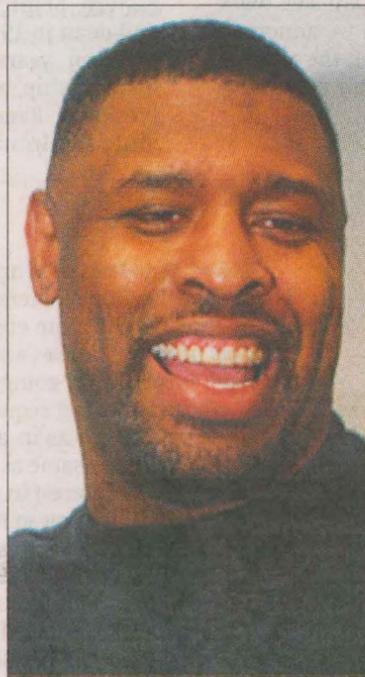
It was in 1977 that Lusk, as a Philadelphia Eagles running back, first took a knee for God. Lusk became an evangelical Christian minister and now serves as the Eagles' team chaplain.

Reggie White

They called Reggie White the "Minister of Defense." He played 15 years in the NFL, retiring as the league's all-time sacks leader. An ordained minister, he wrote three books that centered on his faith.

"I always believed, since I was a kid, that God was going to allow me to play professional football to use it as a platform to proclaim and to live out the name of Jesus, and that is the most exciting part about my life," White said.

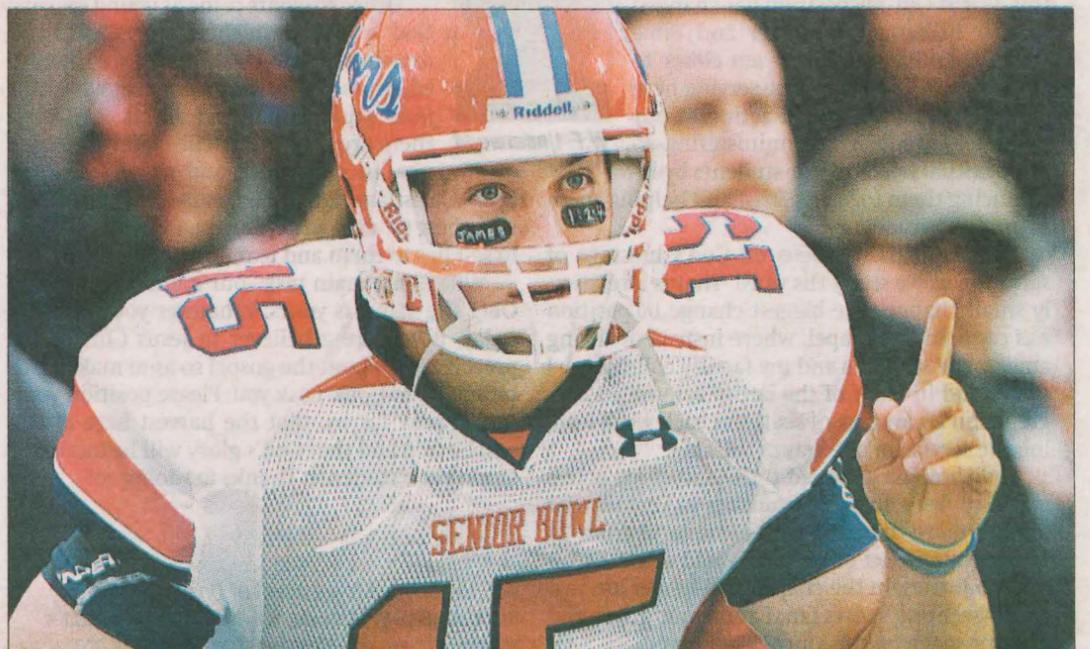
White died in 2004 at age 43 of cardiac arrhythmia. He said in retirement that he had reinterpreted—but never lost—his faith. (RNS)



MEN OF FAITH

■ **Right:** The late Reggie White, nicknamed the "Minister of Defense," retired from the NFL as its all-time sacks leader, then spent his retirement years sharing his faith before his death in 2004.

■ **Below:** Quarterback Tim Tebow has been one of the most outspoken Christian athletes to take the field. While in college, he was well known for writing Bible verses on black stickers under his eyes, a practice the NCAA banned after he graduated from the University of Florida in 2009.



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Changes in store for SBC

More missions, no night sessions

Phoenix—Changes are in store for the 2011 Southern Baptist Convention annual meeting—including two missionary appointment services, fewer business sessions and no night sessions—in hopes that more people will participate, the chairman of the committee planning that meeting announced Jan. 28.

The annual meeting will be held in Phoenix June 14-15 at the Phoenix Convention Center.

Proposed changes include trimming the program to morning and afternoon business sessions on Tuesday and Wednesday and scheduling missionary appointment services for both of the convention's two mission boards, said Will Langford, pastor of Great Bridge Baptist Church in Chesapeake, Va., and chairman of the Committee on Order of Business.

"The Committee on the Order of Business has been working diligently with SBC President Bryant Wright to make adjustments to the 2011 annual SBC convention program," Langford said in a statement. "Proposed changes include trimming down the number of program items so as to better emphasize the Great Commission work of the SBC entities and missionaries."

Langford said the committee believes eliminating the evening sessions and trimming the program items will enhance participation and free up time for messengers and guests for fellowship, discussions and family. "Also, it is the desire of the committee that the International Mission Board and the North American Mission Board will be able to include missionary commissioning services as part of their reports, thereby enhancing the experience of the missionary, the messenger, the mission entities, and lifting up the Great Commission emphasis," he noted.

"By these changes we seek to promote greater attendance and participation in our annual meeting, and in providing this general preview the hope that anyone who has not yet made plans to attend might be encouraged by these new enhancements to do so," Langford said.

"These are high bars to hurdle, and we are still working on details, but feel confident that when we announce the program on the traditional date of May 1, the new format will be one that is well received by the vast majority of Southern Baptists." (BP)

Financial burdens prompt CBF layoffs

By Bob Allen

Atlanta—The Cooperative Baptist Fellowship announced deep staff cuts Jan. 28, citing lingering financial woes.

According to a news release, 13 positions have been eliminated and one reclassified. Two of the jobs will move to contract positions.

The layoffs will reduce the size of the Atlanta-based fellowship's staff to 42 full-time positions. That includes three field coordinators in Virginia, Tennessee and Texas that are shared with state CBF organizations and one job shared with the CBF Foundation.

"These have been among the most difficult decisions I've had to make during my tenure at the Cooperative Baptist Fellowship," said Daniel Vestal, CBF executive coordinator since 1996. "In spite of our previous efforts, with the downturn in the economy and the ongoing financial challenges of the churches and

individuals that make up this fellowship, we had to address the shortfall by reducing the size of our staff."

Vestal declined to discuss specifics of the staff cuts until after he reports the details to the CBF Coordinating Council at the group's next scheduled meeting Feb. 24-25.

The downsizing follows two straight years of contingency spending to cope with budget shortfalls. In 2009 the CBF averted layoffs by cutting staff salaries by 1 percent, reducing contributions to employee retirement plans and scaling back funding for CBF partner organizations by 30 percent.

Last summer the CBF adopted a budget of \$14.5 million for 2010-11, down from \$16.1 million the previous year. Four months into the current fiscal year, revenue was running 20 percent below that budget.

None of the lost jobs involved CBF missionaries, although field personnel are operating with reduced bud-

gets. Last June Vestal said that unless giving increases to the fellowship's Global Missions Offering, sooner or later missionaries would have to be recalled.

The CBF has not had funds to employ new missionaries since 2008, but has continued to commission field personnel through the AsYouGo affiliate program, in which missionaries are self-supporting but work alongside paid missionaries.

"My heart goes out to the faithful servants of this fellowship who are now faced with difficult transitions," said CBF Moderator Christy McMillin-Goodwin. "They will be in our prayers as they follow God's call to their next phase of ministry."

Vestal said staff in the fellowship's Atlanta Resource Center would reorganize in order to continue to function effectively. "Despite these developments, I remain hopeful about CBF's future," Vestal said. (ABP)

Ashcraft, longtime Baptist educator, dies

Evanston, Ill.—Morris Ashcraft, a longtime seminary professor and administrator who after retiring helped establish a Baptist seminary in Richmond, Va., died Jan. 29 after a long illness. He was 88.

An Arkansas native, Ashcraft taught five years at Southern Seminary and 22 years at Midwestern Seminary before moving to Southeastern Seminary as a professor and dean in 1981.

Seven years later he resigned his deanship, along with seminary President Randall Lolley and six other administrators, to protest pol-

icies adopted by a new conservative majority on the board of trustees.

Concerned about the impact of changes at Southeastern Seminary, the Alliance of Baptists, a group formed out of a Southern Baptist Convention controversy in 1987, decided in 1989 to launch an alternative seminary.

A board of trustees turned to Ashcraft to serve as acting president of Baptist Theological Seminary at Richmond, which opened in the fall of 1991. Tasked primarily with raising start-up funds and processing documents needed to

get the school accredited, Ashcraft held the post for one year, until the election of the school's first permanent president.

Today, BTSR is one of 15 theology schools in partnership with the Cooperative Baptist Fellowship.

Funeral services were held Feb. 5 at First Baptist Church of Raleigh, N.C., where Ashcraft was a member for nearly 30 years.

Ashcraft is survived by his wife of nearly 66 years, Bernice, two children and four grandchildren. Late in life he moved to Evanston, Ill., because of illness. (ABP)

A new position

Sometimes God changes where you stand, but the mission is unchanged

By Paul Davidson
OBI Campus Minister

As every sightseer, sports fan or soldier knows, the place you stand determines a lot about what you can see and hear. Change your position and you may see more—or less—than you could a few seconds before. Move with the action, move away from the action, or move closer to the center of the action? Your experience of the event or of the surroundings will almost always change.

That is what is happening with me this year at OBI. My position has changed to that of campus minister and Bible teacher. As a result, I now am closer to the center of what everyone serving here would call the most vital action of our school: by God's grace, ministering to the spiritual needs of our students by introducing them to Jesus Christ and helping them to grow spiritually.

In Bible class we focus on God's message of salvation as we study His word. That is a relatively small change. The biggest change of position has come in the chapel, where instead of sitting among the students and my faculty colleagues, I now stand in front of the entire assembled congregation an average of six times each week leading the service in one way or another.

The Lord has enlarged the scope of my active ministry from some 50 students to include the total of more than 265 who come to us from 24 states, the District of Columbia and some 22 foreign countries. In the chapel, I no longer am just a sightseer or a sports fan; I am a tour guide and a player-coach on the journey to heaven.

And what do I see from my new position? I see a beautiful collection of energetic adolescents who normally enter the room engaged in the midst of all sorts of conversations and relationships. They are, not surprisingly, going through their "routine," since chapel is a required part of each student's schedule. But as in any congregation, no two of them are the same as they come in.

Some have no interest in spiritual things at all and will tell you so if you ask them. Some have an interest in spiritual matters but, because of their background, aren't really interested in Jesus. Their spiritual allegiance is to Islam, Buddhism, Hinduism or some other so-called world religion.

Other students come as young seekers: God is at work in their hearts and lives, drawing them to Jesus. They are interested, often confused, wondering what this Jesus stuff is really all about. And then there are the young true believers—some new in their faith and some who have been Christians for a few years—who are doing their best to walk with Jesus in a world that tries to sell lies to them and tear down their faith.

What's my main task—our main task—here at OBI? The same as yours: Whatever your position today, if you are a believer in Jesus Christ is to preach and live out the gospel so as to make disciples of all nations. I ask you: Please position yourself to pray for us, that the harvest here at OBI will be rich and that God's glory will be increased among our students. Thanks for doing so!

W.F. Underwood is president of Oneida Baptist Institute, Box 67, Oneida, KY 40972; www.oneidaschool.org; e-mail: president@oneidaschool.org

This is Oneida



W.F. Underwood

Staying alert

Miller shares 'Outdoor Truth' of waiting for 'the big one'

Currently I am out of the country on a mission trip. I know you will enjoy guest columnist Gary Miller, president of Outdoor Truths Ministries. You can learn more about this ministry at www.OutdoorTruths.org.

Hunting can be hard. I have witnessed this many times. The first day, adrenaline keeps me powered; each hour after that I have to work at it.

I knew I was in big buck country. The trail cameras had shown sightings of deer that were trophies to anyone. So I knew I was in the right place. With that always on my mind, I tried to limit any of my movement and watch making any unnecessary noise. Again, in the beginning that was easy. As the hours rolled on, it became increasingly more difficult. The last hours of the hunt, I think I had two sticks up my nose, eating a Little Debbie, while checking all of the football scores on my BlackBerry. That would really look good on the cover of Field and Stream.

As I became aware of how I was handling my situation, I was reminded how this is like my walk of faith and how it is so easy to lose focus when it seems God is not moving in my life. Of course just as I

knew deer were in my area because of the signs, I also know God always is around as well. And He always is working in my life. It may not always be big to me, but it is to God. And it may not always be easily perceived, but nevertheless, He is doing the work that needs to be done. I also know this because of the evidence.

My problem, so many times, is that I begin to let my guard down when I can't see immediate results. I lose focus and purpose and begin to take my attention away from why I'm here. When this happens in deer hunting, usually I am either busted by a keen nose or a sharp set of eyes. In my Christian life,

however, it causes me to either fall to temptation or miss a fleeting opportunity that just came by.

The answer for our lack of attention is not to keep from having fun but to remind ourselves that while there is nothing wrong with sticks in our nose, we may not be the only one enjoying the sideshow.

Clear Creek Chronicle



Donnie Fox

Donnie Fox is president of Clear Creek Baptist Bible College, 300 Clear Creek Road, Pineville, KY 40977; toll-free: (866) 340-3196; Web site: www.ccbcc.edu; e-mail: dfox@ccbbc.edu

More like Christ

Being Christlike means becoming, not just doing

Become more like Christ. This simple statement is a great goal that takes daily and lifelong commitment. Spiritual growth is not as much about "doing things" as it is "becoming" something different. God's desire is for all who know Him to become more like Him. Have we taken on this task? Are we truly becoming more like Christ?

All throughout scripture we see the importance of becoming more like Him. Romans 8:29 tells us that God has predestined His people to be conformed to the image of His Son. 2 Peter 3:17-18 urges us to "grow in the grace and knowledge of our Lord and Savior Jesus Christ." The Apostle Paul urges us to grow in Christ so we can develop greater discernment and be able to speak the "truth in love" (Ephesians 4:14-16).

However, knowledge alone will not produce Christlike character. We must allow the Holy Spirit to take the knowledge we have through God's word and impact our hearts, convicting us to apply these truths to our lives. He must increase, we must decrease (John

3:30). Our old way of thinking and living must die and we must exhibit a life that is a clear example of the change Christ has made in us (Romans 12:2).

At Crossings, we strive to know Christ and become more like Him each and every day. Through the life of Jesus Christ, we are given a great example of how to love, teach, disciple and obey. Jesus didn't speak to the lepers from 100 feet away; He touched them. He met them at their point of need. This summer Crossings will host more than 10,000 students and adults who need a life-changing experience with Christ.

Following His example, we are meeting students where they are, breaking down the barriers so they can come to know Him and experience Him more fully. Our staff is committed to doing whatever it takes to point them to the God who created them, loves them and died so they might have eternal life. Please join us in praying that God would use us to impact these students and that they would truly become more like Christ.

David Melber is president of Kentucky Baptist Assemblies. Contact him at Box 99918, Louisville, KY 42069-0918; phone (502) 491-7000.

Ky. Baptist Assemblies



David Melber

Chick-fil-A stands firm during gay controversy, gains support

By Michael Foust

Harrisburg, Pa.—A decision by a Pennsylvania Chick-fil-A restaurant to donate food to a pro-biblical marriage seminar has sparked controversy in the homosexual community and caused a university to pull the franchise's food, but it also has led to an outpouring of support from customers as the company refused to back down.

At issue is the donation of food to a marriage enrichment seminar sponsored by the Pennsylvania Family Institute. Although the "Art of Marriage" seminar itself has little if anything to do with politics and gay marriage—ads say the video-guided seminar will "help couples apply what the Bible teaches about marriage"—the fact that the Pennsylvania Family Institute has taken positions opposing "gay marriage" has led some in the homosexual community to say they'll take their business elsewhere. The video curriculum wasn't created by the Pennsylvania Family Institute but by FamilyLife, an Arkansas-based group.

Chick-fil-A's ties to biblical values are no secret. The restaurants are closed on Sundays, and Chick-fil-A's own website says its corporate purpose is, in part, "to glorify God by being a faithful steward of all that is entrusted to us." Chick-fil-A's founder, Truett Cathy, is a lifelong Southern Baptist and longtime member of the Atlanta-area First Baptist Church of Jonesboro.

So far, no major homosexual group has urged a boycott, although a petition at the liberal website

Change.org—urging the local franchise not to support the event—has gained 25,000 signatures. One school, Indiana University at South Bend, chose to pull Chick-fil-A sandwiches from its lunch menu on Wednesdays, the only day of the week they were offered, before announcing Feb. 1 that Chick-fil-A food would once again be sold.

Chick-fil-A, though, hasn't backed down. Dan Cathy, Chick-fil-A president and Truett's son, released a Jan. 29 statement saying that "while my family and I believe in the biblical definition of marriage, we love and respect anyone who disagrees." The statement also said the company will not "champion any political agendas on marriage and family" but "will continue to offer resources to strengthen marriages and families"—the goal of the Pennsylvania event. Cathy's statement added, "To do anything different would be inconsistent with our purpose and belief in biblical principles." In a video, Cathy said local restaurants assist many events and that helping with such an event "is not an endorsement."

"Marriage has long been a focus of Chick-Fil-A, starting with my own mom and dad who are celebrating their 63rd year of marriage," Cathy said in the video. "In this case, the operator simply agreed to provide sandwiches and brownies for the events, as many Chick-Fil-A franchisees have done over the years for community events, businesses and civic groups. ... Let me be clear: Chick-Fil-A serves all people and values all people." (BP)

'Marine for Christ' prompts suit at Colo. academy

Washington—Professors at the U.S. Air Force Academy have filed suit in a bid to stop a school prayer luncheon headlined by a motivational speaker who calls himself a "U.S. Marine for Christ."

Five faculty members joined the Military Religious Freedom Foundation, which has spent years fighting proselytizing at the academy, in filing suit Jan. 31.

The scheduled speaker for the annual National Prayer Luncheon on Feb. 10 is Lt. Clebe McClary, a decorated disabled Vietnam veteran from South Carolina.

"By making a fundamentalist Christian the keynote speaker at this event, the government has promoted, elevated, endorsed and favored Christianity over all other religions," they argued.

Academy spokesman Lt. Col. John Bryan said McClary was invited after former Secretary of State Colin Powell could not attend. The event is voluntary and paid for with a chaplains' offering fund and a \$7 admission. As of Feb. 1, 178 attendees from the 10,000 on base are expected.

"He's not here to pass out Bibles and to have a sermon," Bryan said of McClary. "Does he have personal Christian beliefs? Yes, he does. ... We're committed to protecting somebody's right to practice any religion they choose, or no religion, provided those practices don't violate policy or law or impede mission accomplishment."

Welton Gaddy, president of the Washington-based Interfaith Alliance, had warned the academy's superintendent that "inviting Lt. McClary appears to be a step backward in creating a climate of religious respect." (RNS)

NATIONAL NOTES

Oregon sets record for assisted suicides—Oregon established a record in 2010 for the number of physician-assisted suicides in a year with 65. The total, which surpassed the previous high of 60 in 2008, means Oregon has recorded 525 deaths by assisted suicide since its Death With Dignity Act took effect in late 1997. Opponents of assisted suicide decried the record total in Oregon, as well as some specific aspects of the report by the state's Public Health Division. "The rising number of assisted suicides is no cause for celebration. In fact, it is an indictment of a medical system that is meant to focus on care," Southern Baptist bioethicist Ben Mitchell of Union University said. "Instead of improving palliative care so that patients do not desire to end their lives prematurely, Oregon has taken the lethal option. Palliation, not homicide, should characterize compassionate care."

Anti-pregnancy center sign law struck down—A federal judge has struck down a Baltimore ordinance that required pregnancy care centers to display signs saying they do not provide abortions or contraceptives or make referrals for those services. In what apparently is the country's first court ruling on such an ordinance, Judge Marvin Garbis of Baltimore ruled Jan. 28 the city violated the free speech rights of pro-life pregnancy centers. Care Net—which supports a network of more than 1,100 pregnancy centers nationwide—applauded the decision. Care Net President Melinda Delahoyde said, "A victory for pregnancy centers is a victory for women facing unplanned pregnancies, women who deserve life-affirming options and abortion alternatives." The ruling sends an important signal to cities and states considering similar legislation, advocates say.

Senate action urged on Iran—Southern Baptist and other Christian leaders have called on the U.S. Senate to pass legislation to pressure Iran to give up on its nuclear arms program. Officials with the Southern Baptist Ethics & Religious Liberty Commission were among those who urged stronger sanctions on the militant Islamic regime to bring an end to its nuclear ambitions. Richard Land, president, and Barrett Duke, vice president for public policy, signed on to the Jan. 24 letter from Christian leaders for a Nuclear-free Iran. The coalition letter was sent after Iran refused in meetings with the United States and other powers to provide openness about its development of nuclear weapons. The leaders said in the letter they believe a nuclear-armed Iran "will destabilize the Middle East, lead to an arms race in a volatile part of the world, and threaten the United States and its allies in Europe."

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CALENDAR OF EVENTS

February

- 11-12 Preschool and Children's Ministry Conference, Parkway Baptist Church, Bardstown.
- 19 Kentucky Changers Volunteer Training, Kentucky Baptist Building, Louisville.
- 24-26 Basic Training Journey for Church Planters, Kentucky Baptist Building, Louisville.
- 28-3/1 Kentucky Baptist Evangelism Conference, Severns Valley Baptist Church, Elizabethtown.

March

- 1 Kentucky Baptist Evangelism Conference Women's Emphasis, Severns Valley Baptist Church, Elizabethtown.
- 3 Growing Ministries Tour, Northside Baptist Church, Mount Vernon.
- 4-5 Creative Ministries Festival, Southern Baptist Theological Seminary, Louisville.
- 5 All-State Youth Choir and Orchestra Auditions, Central Baptist Church, Corbin; First Baptist Church, Walton; Lewis Lane Baptist Church, Owensboro; Mount Zion Baptist Church, Paducah; Southern Baptist Theological Seminary, Louisville.
- 5 Vacation Bible School Clinic-West, Edgewood Baptist Church, Hopkinsville.
- 8 Growing Ministries Tour, Crittenden Baptist Church.
- 10 Developing Multi-Housing Ministries That Last, Crestwood Baptist Church.
- 10 Growing Ministries Tour, First Baptist Church, Whitesburg.
- 11 Developing Multi-Housing Ministries That Last, West Union Baptist Association, Paducah.
- 12 All-State Youth Choir and Orchestra Auditions, First Baptist Church, Mount Sterling; First Baptist Church, Scottsville; First Baptist Church, Walton; Lewis Lane Baptist Church, Owensboro; Lone Oak First Baptist Church, Paducah; Parkland Baptist Church, Louisville; Rose Hill Baptist Church, Ashland.
- 12 Disaster Relief Regional Training, May's Lick Baptist Church.
- 12 Region 8 RA Congress and Rally, First Baptist Church, Russell.
- 12 Vacation Bible School Clinic-East, Porter Memorial Baptist Church, Lexington.

Marriage & family is focus of new Cumberlands course

Williamsburg—University of the Cumberlands has started a new marriage and family course for undergraduate students this semester. The course addresses important yet often controversial issues, according to instructor Keith Goforth, associate professor of religion and director of the new Master of Arts in Christian Studies program.

"My Ph.D. is in child development and family studies, and my passion is conducting family-life education," Goforth said. "I have the opportunity with this course to explore so many different areas of marriage and family, and see God's design for marriages and families.

"My experience with college students is that they are hungry to learn the biblical principles and practical skills necessary to have a successful marriage and a healthy family," he added. "I believe the greatest legacy we leave in this life is the impact we have on our children, grandchildren, great-grandchildren and on throughout the generations."

The class will cover a wide range of topics including the biblical foundations for marriage; communication and conflict resolution in marriage; gender roles; the characteristics of healthy families; parenting; financial management; and family ministry in the church.

Marriage and family issues are Goforth's passion, he said.

"My desire is that each student will walk out of the class seeing the beautiful design God has for their future marriage and family," he said. "No matter what type of family background they come from, they can have a successful marriage and family if they are committed to do so."

Goforth isn't the only one excited about the new class. His students say they are eager to learn and see what God has to teach about marriage and family.

"I hope to gain an extensive understanding of what it means to model my relationship with both family members and my future spouse in a loving Christian way," said senior Robbie Floyd.

Floyd said he chose to take the class to learn about how relationships should work in the family. He said he also hopes it will serve as a good basis for his upcoming marriage.

"I believe that this class will help me become a better man and gain an understanding of the biblical role of a husband and father," senior Jared Forgety noted. "Anyone who plans on having a family has something to gain from this class, and I am looking forward to the rest of the semester."

MOUNTAINS TO THE MISSISSIPPI

COMPILED BY STAFF

■ **CAMPBELLSVILLE**—Campbellsville University will host a performance titled "From the Motherland to the Promised Land" by dramatist **Sherre Miller Bishop** Feb. 15, 7 p.m. at the Ransdell Chapel on campus. The performance is part of the school's African-American Month celebration.

Campbellsville University's Baptist Campus Ministry will host its annual dinner theater Feb. 18, 7 p.m., at the Winters Dining Hall on campus. Tickets are \$15 per person or \$25 per couple, the proceeds from which will benefit the BCM's missions fund. Reservations must be made by Feb. 14. For more information, call the Office of Campus Ministries at (270) 789-5227.

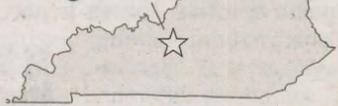
■ **CORBIN**—Central Church recently called **Chad Fugitt** as pastor. He previously was pastor at First Church of Monticello.

■ **ELIZABETHTOWN**—Tunnel Hill Church recently called **Josh Looten** as youth pastor. He previously was youth pastor at Midway Heights Church in Columbia, Mo., and is a student at Southern Seminary. **Nathan Whisnant** is pastor.

■ **PARIS**—**J.T. Rafferty** recently retired as pastor of Spears Mill Church. He had served the church as pastor since 1992.

Spotlight on ...

Hodgenville



Charles Gellhaus, pastor of Athertonville Church, died Jan. 21. He was 84. Gellhaus had served as pastor at Athertonville Church since 1989. He also was a retired truck driver and U.S. Navy veteran of World War II. He is survived by his wife of 65 years, Betty Jane, seven children, 23 grandchildren, 49 great-grandchildren and one great-great-grandchild. Funeral services were held Jan. 24 at Athertonville Church. Expressions of sympathy can be made to the church.

■ **WILLIAMSBURG**—University of the Cumberlands' baseball team will host a youth winter baseball camp Feb. 13, 1 p.m. for children ages 6-14 at the Rollins Center Intramural Gym on campus. The cost of the camp is \$30. For more information or to register, call (606) 539-4387 or e-mail Baseball@UCumberlands.edu.

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OPPORTUNITY: Anyone interested in becoming a lay-led revival leader and preaching in lay-led revivals, call Jerry at (502) 531-0396 to set up training.

SEEKING: Part-time minister of music who will be responsible for planning weekly worship services, working with the adult choir and all instrumentalists, and overseeing the entire music ministry of the church. Contact Pastor Rodney Bice at Bardwell Baptist Church, (270) 628-3645; or bbcpastor1@windstream.net.

SEEKING: Full-time associate pastor of education and discipleship at First Baptist, Owensboro (www.fbcowb.org)—a downtown, multi-generational church. FBC is strongly mission-minded and a leading support of the Cooperative Program in Kentucky. The associate pastor for education and discipleship will be responsible for all aspects of adult education, discipleship, outreach, leadership development, assimilation of new members, and will assist the pastor with pastoral care. Send resumes to: resume@fbcowb.org; or PO Box 904, Owensboro, KY 42302.

SEEKING: A creative and experienced full-time youth pastor who has a passion for working with young people and can lead and minister to a diverse, multi-cultural youth group (grades 7-12) at Elk Horn Baptist church, a Spirit-led, soul-winning, life-changing Southern Baptist church with an average attendance of 350 to 400 people. Applicant must be visionary in student ministries, a team player, highly relational with students and families. Must be responsible for development and leadership of all student ministries and be able to administer a balanced ministry to students, their parents, and youth workers; must be able to work within the vision of helping students from all walks of life become fully devoted followers of Jesus Christ. Send resumes 3145 Elkhorn Road, Campbellsville, KY 42718; or e-mail to office@elkhornbc.org. For a detailed job description, visit our website: www.elkhornbc.org.

SEEKING: Senior pastor for Glasgow Baptist Church. Prefer 10 years experience and seminary degree. Lead both contemporary and traditional services. Send resume to Jesse R. Brown, 107 Karakal Drive, Glasgow, KY 42141.

SEEKING: Qualified applicants for bivocational ministry positions of music and youth at Hazel BC (approx. 6 miles south of Murray, Ky.) Positions could be combined depending on qualifications of candidates. For more information, e-mail: hazelbaptist@wk.net.

SEEKING: Full-time pastor for Reid Village Baptist Church in Mt. Sterling, Ky. We are looking for the Spirit-filled man that God has called to be the pastor and to preach the word for our congregation, looking to grow our congregation and God's kingdom. Send resumes to Eddie Ratcliff, 1827 Stratford Place, Mt. Sterling, KY 40353; or eddie.ratcliff@roadrunner.com.

SEEKING: Highly motivated and called student minister to lead outstanding youth group at Lewisport Baptist Church. For more information, contact Bob White at (270) 295-3322; or lewisportbaptist@tds.net. Please submit resume by Feb. 28, 2011.

SEEKING: Full-time youth/college consultant, Kentucky WMU (non-gender-specific position). Looking for an individual with a vision for involving students in missions. Prior experience in Acteens, Youth on Mission, or other WMU age-level work preferred. Position will include additional duties in support of the total work of Kentucky WMU. Qualifications: masters degree, strong public speaking, event planning, writing, and strong computer skills. Ability to travel and work weekends required. Send resumes by March 1 to Joy Bolton, Executive Director, Kentucky WMU, PO Box 436569, Louisville, KY 40253-6569; or e-mail: Joy.Bolton@KyBaptist.org.

SEEKING: Part-time minister of youth, Lakewood Baptist Church, Louisville. Send resume to LBC Personnel Committee, 13803 Shelbyville Road, Louisville, KY 40245; or (preferred) e-mail shughes@lakewoodbc.org.

SEEKING: Ordained Baptist minister to fill position of full-time senior pastor at Midway Baptist Church, a dually aligned CBF/SBC church with both traditional and contemporary services. Prefer 4-year college plus seminary degree with 6 years ministry experience with 3+ of those as senior pastor. The church's vision statement is "Pointing the World to Christ through Love and Service." Additional information regarding MBC and its ministries can be reviewed at www.midwaybc.net. Resumes should be sent to office@midwaybc.net; or Midway Baptist Church, PO Box 352, Midway, KY 40347.

SEEKING: Full-time, passionate and gifted worship/media/technical leader. A full job description may be viewed at sbc.net. Submit resumes or questions to Franklin Crossroads Baptist Church, 4695 Hardinsburg Road, Cecilia, KY 42724; (270) 862-4825; or to walter.mcdonald@ky.gov.

SEEKING: Full-time minister of youth, children and families. Woodburn Baptist Church is a growing, medium-sized, multi-generational and multi-site SBC church. Proven strengths in leadership and administrative management skills are essential. Previous successful experience in local children and student ministries, and an applicable bachelor's degree are required. Pursuit of a seminary degree is preferred. A detailed job description may be found on our website: www.woodburnbaptist.org. Submit a cover letter and resume via e-mail to: personnel@woodburnbaptist.org; or by mail to Woodburn Baptist Church, PO Box 38, Woodburn, KY 42170, Attn: Personnel Committee.

SEEKING: Full-time minister of music. Job description on website at www.horsecavebaptistchurch.com. Please e-mail resume to hcbc@scrtc.com; or fax: (270) 786-4650. Deadline is Jan. 28, 2011.

SEEKING: Full-time pastor of students for Zion Baptist Church in Henderson. Candidate must have 5 years leadership experience, be visionary in student ministries, a team player, highly relational with students and families, and passionate about reaching youth and families for Christ. Responsible for development and leadership of all student ministries, middle school through collegiate. Resumes should be sent to Zion Baptist Church, 8158 Hwy. 351, Henderson, KY 42420; or e-mail to general@zionbaptist.org. For more information, visit www.zionbaptist.org.

Creating a culture of character essential in your company

Leaders of businesses, nonprofits or ministries know that every current and future employee represents their organization's name in the marketplace. Scripture declares, "A good name is more desirable than great riches; to be esteemed is better than silver or gold" (Proverbs 22:1).

With tough economic times for business, highly visible ethics violations in major corporations, the Sarbanes-Oxley Act and a "flat" business world, the character of every individual, beginning with top leaders, may be the most important and challenging issue facing every organization today.

Without employees of good character, a company is at great risk. The Apostle Paul refers to this in ministry when he wrote, "Do not be misled: 'Bad company corrupts good character'" (1 Corinthians 15:33). No doubt a business is not a church, but just as a few bad apples can create problems in a congregation, a person of bad character can create a negative atmosphere, lower productivity and damage any good organization's reputation.

Until now, organizations have focused on ethics training—but the cheese has moved. As leaders we must do more than ethics training. We must address the culture of our organizations by actively encouraging good character in each employee. We must make character first. We must work to create a culture of character in our companies and organizations by learning to hire for character and by recognizing and rewarding good character. The following principles have been effectively used in our company as well as thousands of organizations of all types around the world by making character first.

Hire for character

While there are many characteristics of a good employee—education, experience and skills—none is more important than character. Character encompasses many important values, including truthfulness, responsibility, initiative and dependability. Hiring for character is more important than the job skills or experience listed on a resume. An employee who is extremely skilled but without good character may steal from your organization.

As leaders of business and ministry, we want people with good character in our organizations. A person's character determines whether they will do the right thing when faced with tough decisions or ethically questionable situations. A per-

son's character also determines how they treat their coworkers, customers, suppliers, supervisors and, ultimately, the organization.

How to measure character

The national unemployment rate is hovering around 9.5 percent, meaning there are many candidates vying for any opening in our organizations. The candidates know they are competing for limited positions and can be very creative in the way they present themselves. The questions are, "How do I sift through all the candidates and the potentially exaggerated resumes to find the best fit for our organization?" and "How do I plug character into the employment equation?" The best way is to de-

termine how the candidate responded to difficult situations in the past. If we can review tough situations she has experienced and see how she responded, we can begin to discover her character.

Employment applications typically tend to focus on education, training and specialized skills. If we desire to hire for character, we should also be interested in truthfulness, punctuality, dependability, loyalty and contentment, as well as other character qualities. To hire for character, we must add questions that focus on and reveal character. We can then use the questions during the interview as a springboard for further discussion about character.

This is not a difficult process. For example, if we are interested in loyalty and contentment, we could ask, "Was the previous company you worked for a good company?" Or, "Was your previous employer fair regarding pay?" Chapter 17 of "Making Character First" gives additional insights on hiring for character. Appendix B lists sample questions to help an organization start hiring for character.

Can a person's complete character be revealed in the employment interview process? No. But if we ask the right questions and listen carefully to the answers, we can get a good glimpse of his or her character. Taking an alternative approach to a traditional interview can identify the best candidates among the crowd.

In order to create an organization with a culture of character and employees known for their character, a business must hire for character. There is no other way, and there are no shortcuts.

Tom Hill is chairman of the board of Oklahoma-based Kimray, Inc. and author of "Making Character First."



Tom Hill

FIRST PERSON

For Heaven's Sake

Mike Morgan



Preacher's Kids

David Ayers



Bible Crosswords

By Mary Ann Freeman

Across

- 1 "___ the just shall live by faith" (Hebrews 10:38)
- 4 Breakfast food that goes with Noah's son (Genesis 5:32)
- 8 "___ without ceasing" (1 Thessalonians 5:17)
- 12 Dentists' group
- 13 Soccer great
- 14 Worn in a religious painting
- 15 "They neither sow ___ reap" (Luke 12:24)
- 16 No to a Scot
- 17 Last word in the Bible (Revelation 22:21)
- 18 Site of final conflict (Revelation 16:16)
- 22 Hath, in modern English
- 23 University in Carbondale, Ill., abbr.
- 24 FL from TN, direction
- 26 Abraham's nephew (Genesis 14:12)
- 29 "She gave me of the tree, and I ___ eat" (Genesis 3:12)
- 31 What the lame man did (Acts 3:8)
- 33 Woodwind instrument
- 35 "___ thou on my right hand" (Matthew 22:44)
- 37 "Honey in the carcase of the ___" (Judges 14:8)
- 38 "Get thee behind me, ___" (Matthew 16:23)
- 40 Time period
- 42 Subway system
- 43 ___ Salvador
- 44 Sun in Madrid
- 46 Balaam's Mr. Ed (Numbers 22:28)
- 48 Luke's penpal (Acts 1:1)
- 53 "There is ___ good but one" (Matthew 19:17)

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58					59		60		61		
62					63				64		

- 56 Canterbury's religious leader, abbr.
- 57 "Ye ___ the light of the world" (Matthew 5:14)
- 58 Pitcher
- 59 "Obedient by word and ___" (Romans 15:18)
- 61 Missing soldier
- 62 Adolescent
- 63 Figures
- 64 Woman's malady

Down

- 1 Wendy's dog
- 2 "___ of a sweet smell" (Philippians 4:18)
- 3 "The flesh of the child waxed ___" (2 Kings 4:34)
- 4 Long play video tape setting, abbr.
- 5 Joseph's story told here
- 6 "A wise son maketh a ___ father" (Proverbs 10:1)
- 7 What the sower sowed (Matthew 13:4)
- 8 Anna's father (Luke 2:36)
- 9 Took Isaac's place (Genesis 22:13)
- 10 Pub drink
- 11 Hither, thither, and ___
- 19 "___, Lord God" (Jeremiah 1:6)
- 20 Zilpah's lad (Genesis 30:11)
- 21 "Thou anointed my head with ___" (Psalm 23:5)

- 24 "Not having ___, or wrinkle" (Ephesians 5:27)
- 25 Sicilian volcano
- 26 "He that loveth his life shall ___ it" (John 12:25)
- 27 Joktan's son (Genesis 10:28)
- 28 Child
- 30 "Appointed unto men once to ___" (Hebrews 9:27)
- 32 Direct
- 34 Magi saw star in this sky (Matthew 2:2)
- 36 Stuck
- 39 Japanese drama
- 41 "He planted an ___, and the rain doth nourish it" (Isaiah 44:14)
- 45 "___ quiet and peaceable life" (1 Timothy 2:2) (2 words)
- 47 Yes to Julio
- 49 David's grandpa (Ruth 4:22)
- 50 "Thy word is a ___ unto my feet" (Psalm 119:105)
- 51 Used to cast lots (Numbers 27:21)
- 52 Red and Dead
- 53 Kingdom of heaven is like one (Matthew 13:47)
- 54 "___ no man any thing" (Romans 13:8)
- 55 Maiden name
- 60 Document signed, abbr.

Last week's solution

1	N	E	W	2	A	C	T	3	S	4	O	5	R	6	B	7	S																																																																																																																							
8	A	D	O	9	A	D	O	10	O	11	O	12	R	D	A	I	N																																																																																																																							
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21	E	V	E	N	22	H	E	L	P	E	R	25	G	O	26	H	O	27	E	V	E	W	28	A	N	29	E	L	30	31	C	A	R	E	F	32	U	L	33	B	T	U	34	D	I	A	L	35	M	A	N	Y	36	L	I	N	E	37	M	A	N	Y	38	M	A	N	Y	39	M	A	N	Y	40	E	D	41	42	I	P	43	S	O	N	44	E	A	S	E	45	A	B	E	46	S	K	I	P	47	H	O	S	T	48	T	O	49	N	A	50	A	S	51	52	P	R	O	53	T	O	54	T	E	N	55	P	B	A	L	T	E	R	56	Y	E	N	E

Smile! In upcoming issues, the Western Recorder will showcase photos of people and events from our Kentucky Baptist churches, such as member recognitions, ministerial ordinations, significant anniversaries, sanctuary dedications, and missions projects. Submit photos in an e-mail attachment to Smile@WesternRecorder.org or through our website at www.WesternRecorder.org/info/submit-items.

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and 23, 2011

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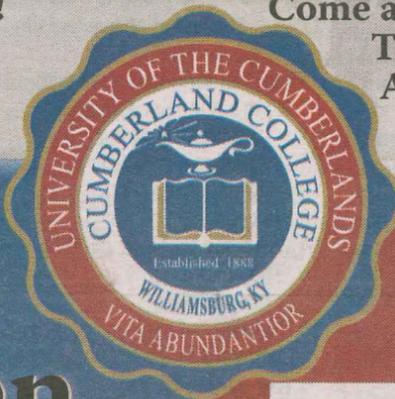


LIVE FISH



Guest Speaker:
Forrest Coleman,
2010 UC graduate

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Dean Whitaker – (606) 539-4343
dean.whitaker@ucumberlands.edu



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Dr. Chuck Lawless is Dean of the Billy Graham School of Missions and Evangelism at The Southern Baptist Theological Seminary in Louisville, Kentucky. He is a 1985 graduate of Cumberland College. Dr. Lawless will speak in convocation at 10:00 a.m. on Monday, March 7 and Wednesday, March 9, and will speak in several classes.

Free Conference for all pastors and church leaders!
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Dr. Bob Dunston – (606) 539-4227
bob.dunston@ucumberlands.edu

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March 5, 2011



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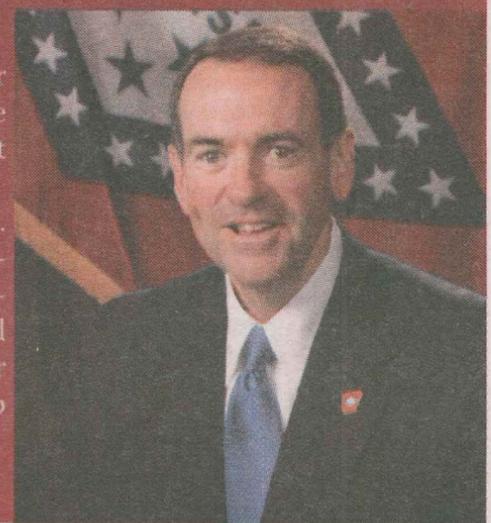
Mike Huckabee

“Leadership in a Free and Strong America”

April 5, 2011 at 7:00 p.m.

O. Wayne Rollins Center

Mike Huckabee, former governor of Arkansas, will be the keynote speaker for the fifth annual Forcht Group of Kentucky Center for Excellence in Leadership event. The lecture series provides programs that enhance the development of leadership, character and good citizenship and helps our students sharpen their leadership skills through unique learning.



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