

Baptist and Reflector

March 31, 1993

VOL. 159 ■ NO. 13

STATEWIDE EDITION

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First forum gets ideas on TBC nominations process

By Wm. Fletcher Allen
Baptist and Reflector

SEYMOUR — More laity representation on Tennessee Baptist Convention boards and committees was advocated frequently Thursday evening as the first of eight regional forums was held here.

Meeting on the Harrison-Chilhowee Academy campus, with almost 70 Tennessee Baptists, the Special Study Committee heard a variety of suggestions and ideas about the convention's election process.

Messengers to the TBC's annual meeting last November approved a motion that created the study committee. The committee was named by then TBC president Ron Phillips, and given the task of studying the process of nominating members of the Executive Board and the committees on boards and committees.

Chairman Fred Steelman, pastor of Red Bank Church, Chattanooga, said the committee was "pleased with the participation" at the first meeting. "We had significant input from

those who came," he said. He noted that the open meeting allowed a diversity of expressions from the audience.

The meeting opened with short explanations of the TBC's unique ministry, heritage, and process of nominations and election. These were given by Leonard Markham, TBC president; James Porch, executive director/treasurer; and Ken Altom, committee on boards chairman.

Altom commented on the positive attitude and actions of the boards committee during the last three years. He reminded the participants that every Tennessee Baptist has opportunity to make nominations by answering the nominating form carried periodically in the *Baptist and Reflector*.

Porch gave the group copies of a map showing recent representation on the Executive Board. He said that during the past nine years, only 21 persons out of 179 nominations had had any previous experience on the Executive Board.

Dillard Mynatt, retired pastor, said he was opposed to the



FIVE MEMBERS of the Special Study Committee listen to forum participants. From left, Ken Altom, Jackie Kay, James McCuskey, Leonard Markham, and Edward Futrell.

formation of the study committee because, "It certainly wasn't needed." He urged the group not to make any recommendations that would give appointive powers to the convention president. He was seconded by several others.

Bill Bargiol, director of Big Emory Association, asked for changes that would "give the nominating process to the people." Altom said there is a broad representation, and

agreed with Steelman that all suggestions and recommendations gleaned from the forums would be considered.

Joe Haynes, layman from Central Church Fountain City, Knoxville, spoke out for parity the laity, and found support from several pastors.

A number of speakers opposed the idea of associational representation. The next forum is April 1 at First Church, Cookeville, 7 p. m. □

Trustees approve Mohler as new president of Southern

By Art Toalston
For Baptist Press

ATLANTA — R. Albert Mohler Jr., a 33-year-old conservative theologian and Baptist editor, was approved by trustees of Southern Baptist Theological Seminary March 26 as the next president of one of the key institutions in

Southern Baptist life.

Mohler, editor of Georgia Baptists' *The Christian Index* newsjournal since 1989, received a 45-6 vote from seminary trustees during a special closed meeting March 25-26 at a hotel near the Atlanta airport.

As successor to Roy L. Honeycutt, Mohler will become the

seminary's ninth president since its founding in 1859 — and the fourth to assume leadership while in his 30s.

Honeycutt, 66, Southern's president since 1982, has now set July 31 for his retirement with Mohler to assume office Aug. 1, the start of the seminary's new academic and financial year. Trustee chairman Wayne Allen, a Cordova pastor, declined to state the terms of Mohler's salary package.

Mohler has two degrees from Southern, including a doctor of philosophy, and worked on staff from 1983-89.

Southern has 3,000 students; a full-time faculty of 74; and a full-time staff of 250.

Honeycutt, in a statement released after Mohler's election, said: "Dr. Mohler brings to the presidency the fidelity of an alumnus, a limitless love for the seminary, an exceptional awareness of its heritage, the intellectual excellence of a distinguished doctorate in theology from Southern Seminary, a sensitivity to the changing pat-

terns of denominational life, and personal qualities necessary for effective relationships with friends who support the seminary.

"I wish him well as he incarnates the seminary's distinctives in his vision for the future." Honeycutt was not present during the trustees' deliberations.

Mohler, in a brief news conference after the vote, said he and the trustees are committed "to see Southern Seminary take the lead in terms of the theological renewal which must come to this people of God" and "in accepting and meeting incredible mission and ministry challenges God has given us at the threshold of a new century."

Mohler said he neither regrets or apologizes for his age. "I would hope for my presidency to be measured by how effectively the seminary has accomplished its task, how — See *Trustees*, page 2



MOHLER



ATTENDING THE WOMEN'S SUMMIT from Oak Grove Church, Mount Carmel, were, from left, Linda Riner, Tina Lee, Carolyn Reed, Phyllis Dean, Kim Roberts, Ginger Dean, Marslean Hoover, and Judy Free. (See story on page 7.)

- Wm. Fletcher Allen, editor
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Lewis disagrees with Masonic critic's charges

By Martin King
For Baptist Press

ATLANTA — Home Mission Board President Larry Lewis has vehemently denied charges that a study of Freemasonry conducted by the HMB Interfaith Witness Department contradicts a report on Masonry approved by the mission agency's board of directors.

The allegation was made by Masonic critic Larry Holly, a Baptist layman and physician in Beaumont, Texas. In a letter addressed to HMB directors but faxed to the news media, Holly called for the board to "disclaim the study ... before the Southern Baptist Convention."

The Home Mission Board was directed at last summer's SBC to bring a "report with recommendation" concerning Masonry to the 1993 annual meeting in Houston, June 15-17. HMB directors approved such a report March 17 and received broad support from Masons and critics including Holly.

The six-page report documents numerous areas of both incompatibility and compatibility between Freemasonry and Christian and Southern Baptist doctrine, and it recommends: "... consistent with the doctrine of priesthood of

the believer and the autonomy of the local church, membership in a Masonic Order be a matter of personal conscience."

The HMB Interfaith Witness Department was directed to conduct a separate investigation of Freemasonry. The resulting 75-page study was completed and shared as information with HMB directors prior to finalization of their report.

Lewis said he is confused by Holly's most recent letter. "Dr. Holly expressed support for our report last week calling for it to be approved overwhelmingly and pledging to 'spend no more time on the matter.' Now, less than a week later, he is apparently calling for additional action by our board," Lewis said.

"Dr. Holly has applied his own interpretations to the two documents and then declared them to be contradictory. Although I disagree with his interpretations, that is not the issue ... the director's report is the issue. We have had nearly universal support for the report and continue to pray that Southern Baptists will approve it overwhelmingly.

"I think it is healthy for Southern Baptists to study and discuss this issue between now and the Southern Baptist Convention. But it does not serve any fruitful purpose for

me to respond every time someone publicizes their own special interpretation of these documents. We provided Southern Baptists with what they asked for. I for one am willing to let them decide."

Holly, in his letter to HMB directors, said, "I had no intention of writing you again," but he noted some Baptist state papers had used a Baptist Press story summarizing the study and not a companion story on the directors' report.

Holly also charged that the staff, by making the study available, is "driving for" its softer conclusions on Freemasonry than those in the report adopted by HMB directors.

Holly cited three options to the directors:

1) "Do nothing and allow Southern Baptists to experience the embarrassment and confusion of conflicting reports from the HMB, thus allowing Masons to quote from the staff report, making Southern Baptists the first denomination ever implicitly to bless the Masonic Lodge."

2) "Instruct the staff that the 107-page staff report should not be circulated as the official HMB position by requiring that a disclaimer be attached to this staff report indicating that this is only Dr. Leazer's and Dr. Lewis' posi-

tion, but it is not the Southern Baptist position, and it is not the position of the trustees of the HMB."

3) "Stop the circulation of this 107-page report completely and archive it as an interesting, but inaccurate and unacceptable, staff report."

Holly said either of the latter two matters could be handled by a mail ballot among trustees. □

Trustees okay increased budget

Baptist Press

NEW ORLEANS — New Orleans Baptist Theological Seminary trustees approved a seminary budget of slightly more than \$7.6 million, 2.2 percent over the current fiscal year, during their March 16-18 meeting in New Orleans.

Trustees also re-elected W. Keith Huffman, pastor of First Church in Ironton, Mo., chairman. **Morris L. Anderson, pastor of Dotson Memorial Church in Maryville**, was elected vice chairman while Charles Glynn Rhinehart, a survey engineer for an oil company in New Orleans, was re-elected secretary-treasurer. All were elected by acclamation.

Seminary President Landrum P. Leavell II expressed concern for "fluctuating" Co-operative Program support for the six Southern Baptist Convention seminaries. CP funding for the seminaries appears "... cloudy at best, gloomy at worst. We must depend more on the friends of the seminary," he said.

The full board of trustees affirmed the December action of the trustee executive committee in electing Mark Foley, Asa R. Sphar III, and Argile A. Smith to executive or academic positions effective Jan. 1. □

Trustees approve Mohler as new president ...

— Continued from page 1
consistently the seminary has maintained its witness, and how honorably it has conducted its affairs," he said.

The new president pledged to reach the seminary's constituencies and to move "in a direction that is fully in keeping with the heritage and stated commitments of the institution to the present," Mohler said, describing it as a direction "I am firmly convinced will be supported by the vast majority of Southern Baptists and their churches."

The academic excellence that has characterized the seminary since its founding "will be extended, expanded, and enhanced in the coming years," Mohler pledged. He said Southern graduates will have "a strong background in

the core classical disciplines — theology, biblical studies, church history — and cutting-edge competence in practical ministry."

Allen said that anyone who doubts Mohler's abilities "has not interviewed him or met him."

As editor of *The Christian Index*, Mohler led in a comprehensive computer and desktop publishing transition, new auditing procedures, and new

financial health.

When Mohler arrived in 1989, the paper was losing funds, but ended the 1992 fiscal year with a budget surplus. Its board of directors cited the "excellent leadership" Mohler has given to the paper's financial performance during their January meeting.

The improved financial status came despite a decrease in subscriptions. □

Three new SS lesson writers begin this week

Three new writers begin with this week's issue, writing Sunday School lessons for the April-June quarter.

They are Mark Mangrum, Bible Book Series; R. Wesley Pitts, Convention Uniform Series; and J. Milton Knox, Life and Work Series.

Mangrum is pastor of First Church, Whiteville. He is a summa cum laude graduate of Midwestern Seminary, Kansas City, Mo.

He is married to Angela Dotson and they have one son, Joshua.

Pitts is a native of Mississippi and a graduate of Clarke College and Mississippi College. He also has his M.

Div. degree from Southwestern Seminary and D. Min. from New Orleans Seminary.

He served as pastor of several Tennessee churches including First Church, McKenzie, his last pastorate before becoming director of missions for Cumberland Association in 1990. He is married to Diane Clinigan and they have a son, Michael Stephen.

Knox is a native of Tennessee, now serving as pastor of First Church, Dayton. He is



KNOX



MANGRUM



PITTS

married to Judith Miller; they have two daughters and a son, Lauren, Leah, and Jarrett.

Knox is a graduate of Belmont College and received the M. Div. degree from Southern Seminary.

He served as pastor of First Church, Shelbyville, and First Church, Fairview, prior to going to Dayton. □

Date set for YEC

The 1994 Youth Evangelism Conference will be held March 11-12, said TBC Evangelism Director Jerry King.

The meeting will be held in Vanderbilt University's Memorial Gymnasium. □

Foreign missions comes to Nashville beginning on Friday

For Baptist and Reflector

The world comes to Nashville this Friday and Saturday (April 2-3).

The third MissionsFest to be held in Tennessee will be at Belmont University and Belmont Heights Church.

Don Kammerdiener, interim president of the Foreign Mission Board, is scheduled to speak at services Friday and Saturday nights at Belmont Heights Church.

Several active and retired foreign missionaries, including some with Tennessee ties, will give testimonies and lead conferences. A global walkaround is scheduled which will give those attending one-on-one contact with the missionaries. Exhibits from countries represented by the missionaries will



BATES



HAMPSHER



D. MOSTELLER



P. MOSTELLER



C. OWENS



M. OWENS



Re. WORLEY



R. WORLEY

be included in the global walkaround.

Missionaries with strong Tennessee ties include Carey Bates, Portugal, former minister of youth and church activities at Cherokee Church, Memphis; Harry Hampsher, retired from Portugal, former minister of music at Brainerd Church, Chattanooga; Roy Worley, Chile, Memphis native and former pastor in Moscow and Somerville; Rebecca Worley, Carlos Owens, retired

from Namibia, Henry County native and former pastor in Paris, Whitlock, and Dover; Myrtice Owens; Dorothy Mosteller, retired, Thailand, Gallatin native, and Paul Mosteller, former pastor in Mitchellville and Springfield.

In addition to conferences and the global walkaround on Saturday, the Tennessee Baptist Disaster Relief Van will provide lunch for \$4 per person.

A special conference has

been added "For Pastors Only." The conference is designed to help pastors know how to get and use resources of the Foreign Mission Board. The aim is to enable pastors to plan, program, and preach in ways that result in making foreign missions needs familiar to their congregations.

The Saturday evening session will feature music and praise. Special music will be provided by the Belmont Chorale, Belmont Brass Quintet,

and the Tusculum Hills Church choir. A pizza supper for youth will be held from 6:30 p.m. in Belmont University's dining hall.

TBC Executive Director James Porch said the conferences are free for "anyone interested in missions."

Registration begins at 5 p.m. on Friday, with the service at 7:30 at Belmont Heights Church. □

House committee gives unanimous support to RFRA

By Tom Strode
For Baptist Press

WASHINGTON — The Religious Freedom Restoration Act recently took a leap forward in the House of Representatives but met with delay in the Senate.

Senate Committee approves FOCA

Baptist Press

WASHINGTON — The Freedom of Choice Act, the current focus of legislative debates on abortion in America, gained an expected but important victory in a Senate committee March 24.

The Labor and Human Resources Committee voted 12-5 to send the Freedom of Choice Act, S.25, to the Senate floor. The timing of a vote by the full Senate is uncertain, a congress-

sional spokesman said. The Judiciary Committee's 35 members approved the bill unanimously March 24, sending it on to the full House. RFRA is likely to be considered on the House floor after the April 5-13 congressional recess, a committee staff person said.

As a result, RFRA, which

has widespread support in Congress and the endorsement of President Bill Clinton, will not be passed before the recess. RFRA supporters had hoped to beat the recess in order for Clinton to sign the legislation on April 13, the 250th anniversary of Thomas Jefferson's birthday.

Abortion rights supporters and opponents disagree on the effects of FOCA. Advocates say it will do no more than write into law the 1973 Roe v. Wade decision legalizing abortion. Opponents of the legislation contend it will prevent state legislatures from passing meaningful restrictions now allowed under Roe, thereby mandating abortion on demand throughout the country. □

A vote by the Senate Judiciary Committee was scheduled for March 25, but it was delayed at the request of Attorney General Janet Reno. Although she has expressed support for RFRA, Reno asked for time to review the legislation in response to concerns raised by the Bureau of Prisons.

As a result, RFRA, which has widespread support in Congress and the endorsement of President Bill Clinton, will not be passed before the recess. RFRA supporters had hoped to beat the recess in order for Clinton to sign the legislation on April 13, the 250th anniversary of Thomas Jefferson's birthday.

Oliver S. Thomas, general counsel of the Baptist Joint Committee on Public Affairs and chairman of the nearly 60-member coalition supporting RFRA, said he does not "think the postponement is any cause for alarm."

It appears the delay by Senate sponsors was agreed to as a courtesy to Reno, he said. "So, I think it means a delay, but I don't think it means anything more than that," Thomas said. He admitted, however, that "it does make you a little nervous that you're left hanging like that for a number of weeks."

The next date for a Judiciary Committee vote appears to be April 22, Thomas said.

"Even though RFRA will not be law by Thomas Jefferson's birthday, we are confident that Southern Baptists will have an added incentive to celebrate Religious Liberty Sunday this year," said James A. Smith, the Southern Baptist Christian Life Commission's director of government relations.

He said, however, "our confidence should not deter continued vigilance by Southern Baptists on behalf of this legislation."

Religious Liberty Sunday traditionally is observed by Southern Baptists on the first Sunday in June. It is scheduled this year for June 6. □

Missionary remains true to call until death

Baptist Press

HENDERSON, Ky. — Former missionary Kathy Lloyd, 37, died of liver cancer March 24 at her home in Henderson.

Her death came almost two years after her first malignancy was detected and almost a year after Southern Baptists began a widespread prayer effort on her behalf.

She is survived by her husband, Skip, and two daughters.

Doctors realized in mid-February that Lloyd was dying of the cancer, her husband said in a phone interview. She recovered from a brush with death around Valentine's Day and returned home near the end of February.

Her strength returned and on March 16 she gave her final missions speech at the Virginia Woman's Missionary

Union annual convention. "She gave them a challenge ... who will go in my place," her husband said.

The Lloyds were missionaries to South Korea before her breast cancer forced them to return to the United States. Bone cancer came next, and Lloyd underwent an

extended treatment.

Southern Baptists, led by Woman's Missionary Union, began an intensive prayer effort on her behalf and the bone cancer disappeared.

But in December tumors were discovered in her liver and the cancer spread to her spine. □

Foundation reports substantial growth

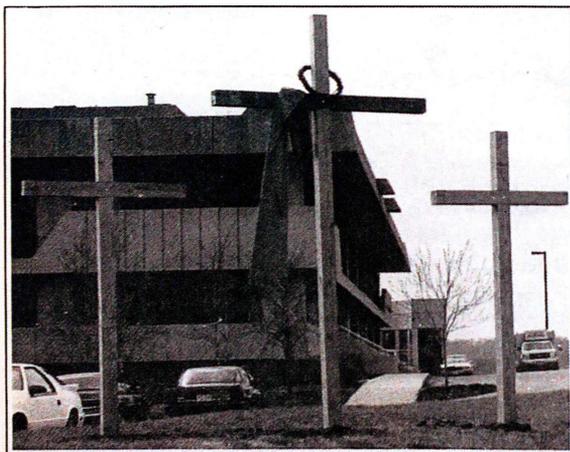
Assets managed by the Tennessee Baptist Foundation in fiscal year 1992 grew 25.2 percent over the previous year, trustees of the Foundation were told during their annual meeting March 12 in Brentwood.

According to President Earl H. Wilson, the principal assets total grew to \$53,798,568, an increase of \$10,820,185, over fiscal year 1991. Wilson said assets have grown at an average annual

rate of 14.8 percent during the past five years.

Income produced for Baptist institutions, agencies, scholarships, Cooperative Program, and other mission programs in 1992 totaled \$3,515,448, an increase of \$443,893 or 14.5 percent over the previous year.

The increase in distributions was due to the substantial increase in assets under management, Wilson said. □



THE THREE CROSSES placed recently in front of the Baptist Center in Brentwood serve as a reminder to the community of the upcoming Easter season which observes the death and resurrection of Jesus Christ. Tennessee Baptists will be observing the Easter season in a variety of ways through music, drama, and other means.

■ about letters to the editor

- Make it concise, no more than 250 words. Letters may be edited for length.
- Name may be withheld for sufficient reason. Include address and phone number.
- Avoid personal attacks on the character or integrity of anyone.
- Send original copy. Form letters and "open" letters will not be published.
- Only one letter in a three-months period per writer will be published.
- If letter does not conform, it will be returned.
- Opinions and ideas expressed in letters are not necessarily shared by the *Baptist and Reflector* and its staff. □

Guam needs pastor

The people of Marianas Baptist Church on the island of Guam are seeking God's man to lead us as pastor. Prayers and assistance are valued as we begin our search. If you know of someone that is seeking a place of ministry at this time we ask that you send us resumes and any other information about the individual. Recommendation may be sent to:

William D. Milam,
Pastor Search Committee
Marianas Baptist Church
PSC 455, Box 159
FPO AP 96915-1011

Daily prayer requests for Chile/Tennessee Partnership

April -

- 1 — Pray for missionary Clara Brincefield and Marta Fartas de Rebolledo preparing for the WMU associational meeting in Temuco.
- 2 — Birthday blessings for Virginia Irby, a home evangelist missionary in Santiago.
- 3 — Missionary Jackie Bursmeyer requests prayer for the church associational meeting in the Central Valley. Pray for new officers and other associations hosting meetings.
- 4 — Today is the Day of Prayer for the Baptist Well-Baby Clinic in Antofagasta. Pray for this varied ministry and the national staff.
- 5 — Missionary Marilyn Graves has requested a Tennessee team for Concepcion to come and minister through music in June.
- 6 — The Baptist Chilean committee is meeting to study recommendations from missionaries requesting teams.
- 7 — Pray for missionary Donna Mae Bobby driving from her home in Valdivia to teach a class at the Baptist Institute in Temuco.



God's surprises

My husband John and I have just returned back to the field after being in the states on furlough. We asked the people in the churches to pray for rain, and I wanted to thank them for praying and encourage them to continue to do so. I would like to relate what happened upon our return to this country.

Namibia had been without rain for 15 months. Upon our arrival back in the country there appeared the first signs of rain.

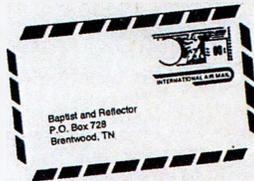
God has opened the portals of heaven and blessed this drought-stricken land this past week with rain. We do not know if they were in time for the crops, but we saw numbers of people sowing their fields after this rain.

Last Saturday we were distressed when a cult collected about 200 animal carcasses and brought them into an area of Oshakati and said to the Christian community, "Look what your God has done for you." They prayed to their god for rain. Nothing happened. The Christians in the Oshakati area came from eight different churches.

Many people at this time had lost many animals because this region was the most severely affected area. Several times as we traveled we heard people say, "God must be angry with us."

One gentleman, who had attended the prayer service said, "Never before have I seen the unity that was expressed amongst these people who had gathered to pray." As they began to pray, God opened the portals of heaven and refreshed the dry thirsty land.

This prayer time broke out with rejoicing and praises to God. This is only the beginning of God's provisions for his people.



As I stated earlier, I want to encourage you to continue to pray for rain for Namibia, as well as, the remainder of Africa. Thank you for your prayer support and financial support as we serve our Lord here in Namibia.

Sarah Ann Martz
P.O. Box 336
Oshakati 9000
Namibia

Bad situation

A large group known as "former pastors" and "former church staff" cannot draw unemployment compensation as other people can.

Why? Most churches never think pastors or staff will ever be "unemployed" and do not pay unemployment taxes. And pastors do not take care of this because they are considered "self-employed" in the sight of the law and/or because their pay is so low that they can't spare the money for such coverage.

Many members force their pastors or other staff to resign and wipe their hands clean of the matter, thinking that "he can always draw unemployment like everybody else." That isn't true!

I went to the unemployment office to see what they could do to help. They looked up my name and social security number on the computer. And the answer was, "Nothing," because the record showed that nothing had been paid in to provide for this coverage.

Of course, I can fill out an application for employment. I have at many places. And they can do what they can to find work for me. But who will hire a man to be a store clerk or a factory laborer who has two graduate degrees and whose primary focus for the past 30 years has been on preaching and teaching the Word of God and on ministering to the needs of people? In many cases I have to omit those facts. And there is no unemployment compensation!

We're doing all right because of the good job my wife has and the odd jobs that I have been able to get so far — substitute teaching, working for "temporary" employers, etc.

But some former staff families are not doing so well.

The writer's name is withheld by request. — Editor

Another view

Allow me to respond to a letter in the March 3 edition. Perhaps I can allay, to a degree, the writer's fears that our Baptist Sunday School Board is "losing touch with the average Southern Baptist."

I was invited to the board for a Director of Missions Seminar in April. The participants will be there from associations across the Southern Baptist Convention. Having attended one of these previously I know this seminar is designed to impact churches and to interact with them through an associational leader. Several such seminars are held during the year, at the board's expense.

Last fall, Dr. Jimmy Draper, board president, was our associational M-Night speaker. Not only did Dr. Draper bring a great message, but he brought his daughter so they would have time for a brief visit as they traveled. She is from Little Rock. I appreciated Dr. Draper keeping this engagement, even though it meant having to share some quality time with her.

Also, last fall, Roy Miller helped the Sunday School Board to schedule a workshop for pastors and Sunday School directors of our churches. The board's representative, having just retired, was willing to keep this commitment in order to provide some assistance to churches.

What is always needed, I think, is more of the same opportunities for communication and cooperation with each other and commitment to the Lord's work that have characterized Southern Baptists as an instrument of God.

Michael L. Prowse
Director of Missions
Stone Association
Cookeville 38501

Loves Lord, WMU

I am writing because I love the Lord and WMU work.

Why was the Southern Baptist Convention organized?

Interfaith witness workshops set

Two interfaith witness associate training workshops will be held in Tennessee in April.

Training in the area of New Age movements will be held April 8-9 at Oakwood Church, Chattanooga.

Training in the area of Mormonism will be held April 22-23 at West Hills Church, Knoxville.

Both workshops begin at 2 p.m. Eastern Time on the first day and conclude by 3:30 p.m.

God-called men saw the need for churches to band together to tell the world about Jesus Christ.

Why was the WMU organized? Because, God-called women had the same vision of winning the world to Jesus Christ.

After 100 years of this relationship some have decided a man needs to head the mission program.

The WMU has never taken sides in the current controversy. We have continued to teach, promote, and give to missions. This is what the Lord called us to do.

Maybe we need to listen to what the Lord told John in Mark 9:39-40. John said, "Lord, we saw a man casting out devils in your name, we told him not to do that because he did not follow us."

Jesus said, "Forbid him not, for there is no man which can do a miracle in my name, that can lightly speak evil of me. For he that is not against us is on our side."

But this is not the problem is it? The problem is power and control, for some want power and control of everything in the SBC. May God forgive any hindering of the work he called all Christians to do: Win a lost world.

Juanita Kemp
Jackson 38301

Chilean Baptists request workers

Two teams of volunteers are needed to serve as trainers for Royal Ambassador Congresses in Chile.

One team of six-eight persons is needed for five days, beginning July 19 in Antofagasta.

Another team of six-eight is needed for six days, beginning Sept. 9 in Concepcion.

Team members will lead seminars on a variety of topics. For specific information, call Jarvis Hearn, TBC Partnership Missions director, at (615) 371-2028. □

the following day.

All participants are requested to plan to attend both days' sessions.

The registration fee for each workshop is \$10.

Anyone interested in receiving training in these areas should contact Terry Sharp of the TBC Missions Department at (615) 371-2032. □

Are Baptists sheep who have gone astray?

From time to time, Baptists have to reaffirm our identity. Are we sheep who have gone astray? Who are Tennessee Baptists?

Since early this year, there have been meetings of Tennessee Baptists that would not have been held when we were cooperating.

By Wm. Fletcher Allen, editor

In II Corinthians 7:2-4, Paul calls Christians to a real relationship, genuine and true. Tennessee Baptists (and Southern Baptists) should practice openness and honesty with each other. Tennessee Baptists also should share strengths and weaknesses, hopes and fears, joys and sorrows. As believers, Baptists are bound together when we are open and sincere in Christian fellowship.

Furthermore Baptists can then be the body of Christ at work in the world. So who are Tennessee Baptists? After his election as president of the Southern Baptist Convention last June, Edwin Young said there must be no more "us" and "them." As the seventh consecutive "conservative" SBC president, he pledged to be more inclusive in his appointments.

"Conservative" meetings have been held at Bellevue Church, Cordova, and Two Rivers Church, Nashville. It was reported that both included leaders from

other states who exchanged ideas about how to get leadership of state conventions. Control would have to include officers, committees, and boards. This idea is becoming common knowledge.

Another group of Tennessee Baptists, "moderates," met at Crievewood Church, Nashville, in January to organize the work of a Cooperative Baptist Fellowship chapter across the state, a spokesman said, mainly for fellowship. The CBF group was organized in November and plans for a meeting in Nashville this summer.

It is serious when any group plans to take over Tennessee Baptist Convention leadership. This already has happened in the Southern Baptist Convention. Tennessee Baptists want to continue cooperative fellowship, with leaders who represent all churches, all congregations.

If there is a perception that one group controls the TBC, a Special Study Committee already at work to evaluate election and committee processes, can also look at that. It is a broadly-based committee, and its work will be presented in November to convention messengers. The perceived need for both groups' existence is a deplorable sign of the times.

This paper soon will begin a series of articles written by James L. Sullivan, retired Sunday School Board president and Southern Baptist statesman. The series begins with Baptist heritage and explains who we are — in concise words.

Coupled with the Herschel Hobbs plan presented in the March 24 issue, this is "must" reading. Positive responses have been received about the Hobbs plan. Tennessee Baptists do not need division.

There is work enough to unite us for Christ. Are we sheep who have wandered away? If we are not willing to let Christ lead, we are finished as a convention for whom winning lost souls is the reason for being. What about it, Us and Them? □

Tennessee Baptists up close

The first of eight regional meetings scheduled by the Special Study Committee was received well last week.

Some 70 Tennessee Baptists participated in the forum held on the Harrison-Chilhowee Academy campus. The committee heard statements and comments from about 20 of the participants.

Of those who spoke most agreed that the present process of electing persons to the Executive Board and other Tennessee Baptist Convention boards and committees, while not perfect, should be maintained.

There also was apparent agreement that the need exists for more laity representation, men and women, on the boards and committees.

This first forum was blessed with openness, fairness, and with a wide variety of suggestions. The story is on page 1. □

■ one word more
By Wm. Fletcher Allen editor

The tallest tower

Every person is seeking a place of rest.

I found mine years ago, an unassailable tower where God is. It is not necessarily a theological place or idea, and not entirely physical. But it is unique, personal.

It seems to me that each of us is born with that seeking spirit, a restlessness, something that cannot be satisfied even by a trek to the top of Mount Everest, or standing by Victoria Falls.

Look closely at the quizzical look on the baby's face. See there the incurable curiosity, the inclination to making mischief. Sometimes it's compelling, poignant, infinite.

The old hymn says a person is "prone to wander, prone to leave the God I love."

And Thomas Wolfe so aptly says, "You can't go home again." The hymn writer comes back with, "Here's my heart, Lord, take and seal it, seal it for thy courts above."

That's a kind of homecoming to be sought.

That's what all the longing is about, all the searching, the wandering.

The place of rest for the little one is on Daddy's knee, in mother's arms, safe, secure.

The place of rest for the lonely, sick, sorrowing soul of pity is in the arms of Jesus, drinking the blessing of acceptance, affirmation.

The place of rest to the lost seeker is at the foot of the cross where Jesus waits.

The place of rest for the weary prayer warrior is a place where the door is open and the Master says, "Well done, good and faithful servant." The rejected are loved.

There are other places of rest: A quiet place aside from the world, a tall tower of splendor — a spiritual Mount Everest, or perhaps the thundering cascades of God's blessings — an intangible Victoria.

God is willing to wait for us in that tallest tower of hope, that extravagant place where love fills all voids. Wherever that tower is, we go again and still again, home. □



ALLEN

■ just for today
By Fred Wood pastor emeritus
Eudora Church, Memphis

Start with a smile —

Have you heard about the man who bought a copy of Ernest Hemingway's *Across the River and Into the Trees* without looking inside. He returned it the next day and demanded his money back. Why? He thought it was a book on golf!

Take this truth with you —

Things are not always what they seem. Examine all the facts before you make a decision, especially one that costs money or will absorb your time.

Memorize this Scripture —

"There is a way which seemeth right unto a man, but the end thereof are the ways of death" (Proverbs 14:12).

Pray this Prayer —

Lord, in this world where so much deception abounds, help me to evaluate wisely and choose carefully everything I do. Keep me from being deceived by false claims or led astray by those who would lead me into sin. □

Serving all mankind through the CP

By Larry Lewis
Home Mission Board President

Giving through the Cooperative Program has been the Southern Baptist way for over 65 years. I believe it is still the best way.

Nearly 40 percent of the Home Mission Board's support comes from the Cooperative Program.

Together with the Annie Armstrong Offering for Home Missions, Southern Baptists help fund the ministries of more than 4,500 missions personnel working in all 50 states, Puerto Rico, American Samoa, the American Virgin Islands, and Canada.

Every gift provides essential needs which support the Home Mission Board's four priority emphases: evangelism, ministry, church starting, and church growth.

Our missions personnel and staff are committed to the Southern Baptist Convention's Bold Missions Thrust goal of having 50,000 congregations by the year 2000.

To do this, I have challenged Southern Baptists to begin 1,500 new congregations each year, or approximately four a day.

Our goals for A.D. 2000 also

include having 500,000 baptisms annually, increasing home missions personnel to 5,000, having 75 percent of SBC churches involved in church and community ministries, and seeing 75 percent of SBC churches growing.

Supporting missions through the Cooperative Program has been a bond among Southern Baptists since its inception. For the sake of missions, I urge you not to break that bond. □

Cooperative Program Day is April 18

Tennessee Baptists will have an opportunity to observe Cooperative Program Day April 18 in churches across the state.

TBC Cooperative Program Stewardship Director Archer Thorpe observes that an informed people tend to become an involved people.

A part of equipping Southern Baptists for global ministries is sharing information about the Cooperative Program, he said.

Thorpe said Cooperative Program Day gives churches a way to share.

Cooperative Program Day concentrates the efforts of a church toward informing



APRIL is the Time to Celebrate Cooperative Program Day.

members of how Southern Baptists faithfully proclaim God's Word through their support of missionaries, both in the United States and in countries abroad.

He agreed with others that the Cooperative Program, which has been described as a "rope of sand," with the strength of steel, is the glue that holds Southern Baptists together.

The Cooperative Program is an extension of the local church and is a partnership in everything Southern Baptists are doing, Thorpe said.

For promotional materials for CP Day, contact Thorpe at (615) 371-2018. □

Future keyboard players are scarce, SBC and TBC leaders say

By Charles Willis
For Baptist Press

BROKEN ARROW, Okla. — While many church musicians are concerned that keyboard musicians could end up in museum displays of mummified pianists and organists, Charles Collins and other music ministers are working to save the species.

A career musician and music minister Collins is one who has watched a steady decline in keyboard accompanists in churches and has taken steps to reverse the trend by providing keyboard classes at First Church, Broken Arrow.

And, Collins is not alone. While most schools like the one at Broken Arrow offer far more than keyboard studies, the need for keyboard accompanists appears to be more acute than for those who play orchestra instruments.

According to Sharron Lyon, music design editor for the Baptist Sunday School Board, the issue of keyboard musicians "is not just a Southern Baptist problem. Virtually every denomination is experiencing a shortage of qualified

pianists and organists."

Julian Suggs, director of the Tennessee Baptist Convention's Church Music Department, agreed it is also a problem in the TBC as well as the SBC.

Suggs cited two reasons. One, he said, is when many churches moved from the department system in Sunday Schools. "We lost our training ground for young accompanists and song leaders," Suggs said.

Another factor is cost. "Very few churches are willing to pay adequate salaries or stipends for talented, gifted accompanists," Suggs observed.

He said churches justify this position by reasoning, "Sunday School teachers are not paid, so persons serving the church in other positions should not be paid."

That reasoning simply does not hold water, Suggs said.

"Sunday School teachers do not study for years and pay money to take lessons as do keyboard people," he said.

Even large churches like Collins' church in Oklahoma, which has an average attendance of 1,600 people each week, do not necessarily have

large numbers of trained keyboard musicians.

He said he believes parents of children who study piano bear part of the responsibility for the tendency of children to drop out of music studies when the novelty wears off.

"The parent has to be committed to see that the child follows through. In the sixth or seventh grade, sports begin to compete with other interests, Collins said, and many parents let their children choose what to do. "But our children aren't always mature enough to make those choices. While we aren't always physically able to play sports, music can be enjoyed for a lifetime," he said.

Church music leaders also bear responsibility, Collins said. While young pianists may not be able to pick up a piece of music and begin accompanying the youth choir rehearsing new music, a workable plan can bring the youth accompanist and the youth choir together, Collins said. This opportunity gives the young accompanist motivation, he added.

Individual churches like the one in Oklahoma and Dalewood Church, Nashville, (see

Tips for cultivating musicians

Baptist Press

BROKEN ARROW, Okla. — For church leaders who want to cultivate keyboard musicians but who may not be able to start a full-fledged school, Charles Collins offers the following suggestions.

(1) See who in the congregation is interested and has some ability.

(2) Consider a small piano class. Let students practice

on the church's piano.

(3) Find ways to create a desire to play an instrument.

(4) Encourage existing accompanists to do further study.

(5) Contact neighboring churches to see if they offer training.

(6) Consider paying for lessons for those who have promise in return for fulfilling a keyboard responsibility. □

story below) are doing things to address the issue as are SBC and TBC music leaders.

The Church Music Ministries Department of the Baptist Sunday School Board addresses the needs of keyboard persons through regional and local events, national seminars, and through publications such as *Pedalpoint* and *The Church Musician*.

Through the TBC Church Music Department, music camps are offered in the summer for children and youth.

Suggs offers a piano class during this time. "You cannot teach someone to play the

piano in a week, but you can encourage a person," he said.

Suggs said a solution to the problem is discipling.

"The best thing that could be done would be for people with skills in the church to lovingly encourage and teach interested young people in their church."

For those with skills but who do not use them in church, they should "lovingly surrender their talent in a commitment to make sure their church has a pianist or organist," Suggs said. □ — Associate Editor Lonnie Wilkey contributed to this story.

Nashville church offers classes to train future pianists

By Lonnie Wilkey
Baptist and Reflector

NASHVILLE — Wilson Henderson, minister of music at Dalewood Church, knows how hard it is to find keyboard musicians.

"It is getting more and more difficult to find people in churches to play for choirs and church functions," he said.

So, he decided to do something about it.

Shortly after arriving at Dalewood five years ago from a church in Mississippi, Henderson began offering piano classes as part of Dalewood's music ministry, something he had done at other churches where he had served.

Separate classes are offered for youth and for adults. The

classes begin in the fall and go until school is out in the summer. In addition to teaching students how to play, Henderson also teaches music theory as part of the class.

Currently there are six youth in the class and seven adults, he said.

Music classes also are offered as part of Discipleship Training, he added, noting

that both the church's regular pianist and organist help teach those classes.

"We try to keep keyboard training available for people who want to play and have a desire, but not necessarily had the opportunity to do so," he said.

While most of the adults are taking piano simply for their own enjoyment, some of the "graduates" have had opportunities to play for children's choirs, Vacation Bible Schools, and other opportunities.

Though the current class is modest about their achievements and deny it, Henderson said, "We have several in the class who could play for the church right now."

One of those students is Carol Temple, who has expressed a desire to play for the church one day.

Temple was one of Henderson's first students five years ago. Henderson laughingly recalled "that with Carol we started with, 'This is a piano.'"

Debbie Hamilton is another adult who started from scratch. She began taking piano with her mother, Nancy York. Though her mom had taken piano as a child, Hamilton had not. "I could not even read notes or tell the difference

between them," she said.

She hopes to be able to use her new skills in her work with children at the church.

Some of the students like Sandy Smith, Dabney Davis, and Dot Millner, had taken piano before, but needed "to learn over."

Millner, who retired two years ago from the Baptist Sunday School Board, is grateful for this aspect of Dalewood's music ministry.

Noting she was learning the piano primarily for her own enjoyment, she said she has enjoyed learning music theory as much as the playing itself.

The classes are offered at no cost to the students. They pay only for their music books.

Students have an opportunity to share their newfound skills through Christmas and year-end recitals, Henderson said.

While acknowledging that most of his students were taking classes for their own enjoyment, he observed the lessons "makes them better throughout the whole music program" whether they sing in the choir, or play the piano or handbells.

Music instruction, including keyboards, should be a regular part of a church's music ministry, Henderson affirmed. □



WILSON HENDERSON instructs Carol Temple on the fine art of piano playing as other class members look on. From left, Dot Millner, Debbie Hamilton, Dabney Davis, Sandy Smith, and Frances Floyd. The ladies are part of an adult piano class Henderson teaches weekly at Dalewood Church, Nashville, as a regular part of the church's music ministry.

Tennessee women seek to balance families, church, careers

1388 attend enrichment event in Nashville

By Connie Davis
Baptist and Reflector

NASHVILLE — Women who are employees, executives, missionaries, ministers, and housewives were there. They included mothers, wives, singles, and daughters again.

They hold divergent views on the role of women in the family, church, workplace. But they gathered for the Women's Summit March 19-20. The event was the first state-wide Woman's Missionary Union meeting targeting non-members of WMU.

Speakers led a parade of women's roles in sessions held at Nashville Convention Center, sharing their vulnerabilities and struggles.

■ Carol Richardson from Cordova described herself as an "empty nester" — her three children have recently entered colleges away from home. She has endured that transition and another, to consult and obey her husband when he asked her to take a leave of absence from leadership in Woman's Missionary Union work.

The timing of that leave of absence was God's timing, she explained.

■ Missionary Linda Johnson of Orlando, Fla., told the crowd she prayed about resigning her work in resort missions when she married and had children. But God told her to continue and he would provide for her children, she said.

■ Paula Smith, single missionary to Uruguay, described the excitement of her life, but admitted she had done the work of a missionary to the detriment of her personal faith.

■ Placing her family first has been the calling of Emily Herrod, director of women's ministries, Oak Ridge Church, Oak Ridge. That commitment led her into a unique ministry, she told the group.

Her teenage daughter was raped and after becoming pregnant, bore the child, Herrod's three-year-old grandson, explained Herrod. That experience led the family to begin pregnancy crisis clinics in Fort Smith, Ark., and Oak Ridge.

"We must be vigilant against abortion, even in cases of rape and incest," she said.

Herrod added that despite family obligations, women should be more assertive in finding ministries even though they aren't "appointed" by a

mission board or "elected" by a church.

■ Vivian Hite, a missionary in Missouri, reported when she tells others about God in multi-housing units, the focus of her ministry, she is renewed and can balance her roles, one of which is a single again woman.

Leading messages

On Friday evening, Nona Kay Bickerstaff, minister of missions, Wilshire Church, Dallas, directed the thinking of the crowd to ministry and its motivation.

Referring to Luke 13, she noted Jesus was sensitive to a

the passion and we don't remember how it is to hurt," said Bickerstaff.

Sheila West told the crowd she searched for significance when it seemed to most she had everything.

After working 18 years as a homemaker, West had become president and chief executive officer of an archery equipment retail firm she and her husband started. It had been named the fastest growing retail business in the United States, she reported. She also was a wife, parent, and Christian. Yet she felt "her life just was not working," said West.



EXPRESSING FRUSTRATION at the demands of her career is a single woman played by Miriam Dobbins, left, while her friend, played by Pam Newton, listens. The actors are members of the Woodmont Players, Woodmont Church, Nashville. — Photo by Connie Davis

sick woman, spoke to her, touched her, and stopped to heal her despite rules against healing on the Sabbath. Similarly, volunteer tutors in Dallas "share Christ with children by loving them," and workers assisting her in a food pantry in New York City had viewed changed lives, said Bickerstaff.

She learned while a missionary for 10 years in New York City that she was trying to help too many people. Identifying major needs of people is more important, Bickerstaff said.

"The reason we don't tell people about the Gospel, the reason we don't touch people, the reason we don't call people by name, the reason we don't stop in our schedule to help someone, is that we don't have

In Bible study, she discovered Jesus "was driven by a passion of purpose." In Mark, chapter 1, West reported, Jesus ignored the advice of his disciples and wishes of a crowd. He left to pray alone and go to another town, she noted. He endured rejection from family and friends and faced the challenges of leadership, yet he remained focused, she said.

West reminded the crowd the same time is spent living a life reflecting God to others as spent living life another way. She advised following the pattern of the life of Jesus rather than focusing on his perfection. "Be a purposed, empowered witness," she advised.

Summit conferences
Rebekah Land, marriage

and family therapist in Franklin and wife of Christian Life Commission Executive Director Richard Land, led conferees to consider how healthy families are formed.

Land noted the direction of Genesis 2:24 — man should leave parents and cleave to wife — is significant because it's the first reference in the Bible concerning families. However, she said, the process may be complicated.

The goal of adults is to be interdependent rather than independent, she explained, which allows for closeness and independence.

Narrowing the topic of relationships to those of women, Johnnie Human, psychotherapist for Minirth-Meier, Tunnel, and Wilson Medical Clinic in Austin, Texas, discussed gender-based mores of society.

Women learn from culture — children's stories, textbooks, role models — to avoid conflict, suppress anger, and be dependent, said Human.

Woman may mask problems resulting from these approaches, such as low self esteem, with busyness, said Human. "Jesus wasn't filled with busyness. He spent time apart while still being attuned to the needs of people," she explained.

Human suggested six steps to a healthy esteem.

- Ask for needs and wants.
- Change self talk that is damaging.
- Take care of body.
- Laugh and play.
- Clarify values.
- Ask God to help you love yourself.

Conflict may result from these initiatives, she warned. "People don't like us to be different. But they'll get used to it if it's not designed to hurt the other person."

To clarify one's needs, identify values by studying one's checkbook or date book, added Human. Then "do things that make a difference to you."

To make a difference in the world, women must understand it, related Carol Childress in her conference. Childress is an information broker for Leadership Network, Tyler, Texas.

Although personality and life stage contribute to one's identity, the major factor is one's generation, said Childress.

Baby boomers — 76 percent of the population — are more

■ "Women's middle name is guilt. We must learn to make choices and say yes and no." — **Sheila West**, CEO, ACI Consolidated, Monroe, Mich., and author

■ "I thought, I've got to do these important 'missionary things,' but what I needed is that quiet time with the Lord." — **Paula Smith**, missionary to Uruguay

■ "A woman's first responsibility is to her family." — **Emily Herrod**, director of women's ministries, Oak Ridge Church, Oak Ridge

■ "It's a constant process throughout life ... of becoming a separate person." — **Rebekah Land**, marriage and family therapist, Franklin

■ "We didn't set out to have a traditional missions-type meeting. We set out to have an enrichment meeting that would lead women to a missioning lifestyle." — **Carrol Kelly**, Tennessee Woman's Missionary Union

individualistic than previous generations which sought security in community after enduring war and financial depression, she reported. And the following generation, baby busters, so named because they aren't having children, also are introverted. The result is a lack of church commitment and interest in missions, said Childress.

Other forces of change in the United States should be considered by Christians, she reported. The fastest growing percentage among live births is lesbians, she reported. Only six percent of households have nonworking wives/mothers, she cited.

The Christian community must respond with leadership based on values — "the only way to lead out of diversity," Childress told her listeners. □

Single missionaries have a place of service, FMB leaders say

By Mary E. Speidel
For Baptist Press

RICHMOND — A brush with death in an underwater cave caused Dean Ekberg to think seriously about his life.

After 30 unsuccessful attempts to get out, Ekberg realized his oxygen was almost gone. "Lord, I don't think it's my time yet," he prayed. "If there's anything you want me to do, I'll do it. Just get me out of this cave."

Today, Ekberg, a geological engineer, is a Southern Baptist missionary and water resource specialist who finds and drills wells. After leaving Liberia because of civil war in 1990, he took a temporary assignment in Ghana. He currently is on furlough in his hometown of Rockford, Ill.

Ekberg, 37, is one of 449 single adult missionaries of the Southern Baptist Foreign Mission Board. That figure represents about 11.5 percent of the latest total missionary count of 3,897.

Single adults make up about 34 percent of total Southern Baptists, according to a 1990 Sunday School Board survey. However, among some Southern Baptists "there's a persistent rumor that the Foreign Mission Board doesn't want any requests for singles," reported Jim Riddell, associate director of the board's personnel selection department.

The rumor isn't true, Riddell said, noting about 245 of

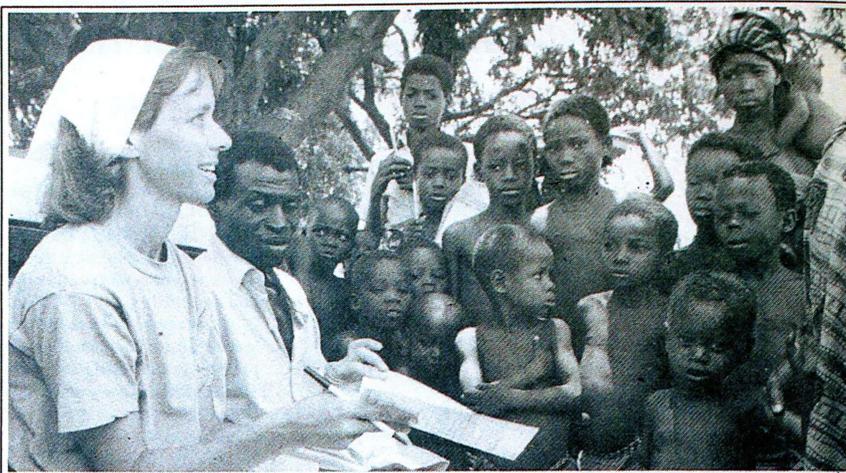
the current 500 personnel requests for career missions are open to singles. The list includes opportunities for single men and women in all kinds of jobs — evangelism, church planting, health care, agriculture, and education, to name a few.

Other opportunities for singles are available through the board's International Service Corps, said Wendy Norvelle, department director. Positions with the corps, which accepts either singles or couples, range from four months to two years.

More than 240 of about 300 service corps requests published in March are open to singles. These include assignments through the journeyman program, a two-year opportunity for people, single or married, under age 30. Beginning in January 1994, the journeyman program will return to its original practice of accepting only never-married singles.

Single missionaries, such as Southern Baptists' beloved Lottie Moon, have been pioneers in the denomination's foreign mission efforts and will continue to play an important role. Today, single women make up more than 10 percent of Southern Baptists' foreign missionary force and single men make up about 1 percent.

Despite rumors to the contrary, opportunities exist for single men, but more single females enter the career appointment process than males, said Norvelle, who earlier



PUBLIC HEALTH worker Cherry Faile, left, a single Southern Baptist missionary in Ghana, reviews children's medical records with Ghanaian parents. Faile is one of 449 single adult missionaries appointed by the Southern Baptist Foreign Mission Board. — Photo by Don Rutledge

worked in the personnel selection department.

At least four single men are assigned through Cooperative Services International, according to Lewis Myers, vice president for CSI, the Southern Baptist aid organization.

Other myths involve both the divorce issue and whether a single may marry after appointment.

Although the board will not appoint divorced people as career or associate missionaries, it will consider applications of divorced people for the International Service Corps, Norvelle said.

While single missionaries

must resign if they marry, the board does not require them to promise never to marry in order to be appointed. Those who marry and resign may apply later as a couple for missionary service.

"When we talk to (candidates) about being single, we want to know their comfort level with that," she said. "Here in the United States singleness is a part of society. Overseas in many cultures, singleness is not understood at all, so someone has to be pretty comfortable with his or her own singleness in order to not get discouraged when questions come about that," she said.

Couples going through the appointment process are questioned equally as much about their marriage, Norvelle said.

In addition, it's not necessary for singles to completely resolve issues of singleness before seeking career appointment or placement through the service corps, Norvelle said.

"Most of the time single candidates will say, 'I'd really like to be married, but God has not provided the right person,'" Riddell added.

Ekberg said he, too, had resolved his own singleness before he entered the appointment process.

He offered advice to other singles considering Southern Baptist foreign missions: Consider volunteer missions before going "cold turkey" for career appointment, said Ekberg, who was a volunteer before his appointment. "It helped me see how I could use my talents for the Lord." □

Nashville pastor 'hams' it up with new friend

A pet pot-belly pig named Wilburdene (Wilbur for short), destined for the slaughterhouse, has been given new life by Paul Durham, pastor of Radnor Church, Nashville.

The Nashville dog pound recently auctioned Wilbur off to the highest bidder, who hap-

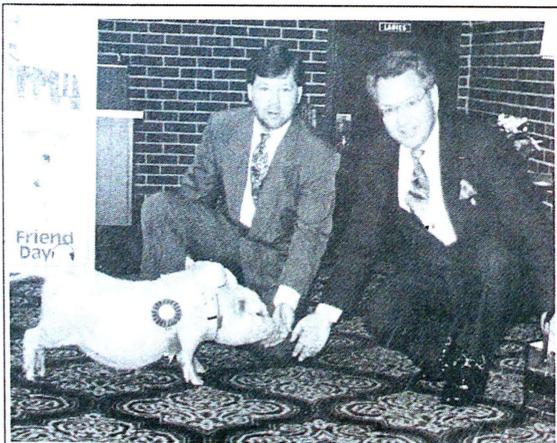
pened to be Durham. He had learned of the pig's plight through the media.

He bought the pig for \$350 which already has been money well spent. In addition to his duties as "school pet" at Radnor Baptist Academy, Wilbur also has been well received by

the senior adults at Radnor Towers in Nashville, where she resides in the mechanical room.

The pig is being used as a learning experience for the children at the school, who currently are writing creative stories about the life of Wilbur.

Everything is to be used for good, Durham said. □



PAUL DURHAM, right, pastor of Radnor Church, Nashville, and his son, **STEVE**, principal of Radnor Academy, recently welcomed Wilbur to the school. Wilbur, a pot-belly pig, enjoys grapes offered by Steve Durham.

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■ the leaders

■ **Bill Robertson** is serving as part-time music director of Pleasant Hill Church, Orinda.

■ Members of First Church, Greenbrier, recently welcomed **Keith Lampley** as part-time minister of youth.

■ **Keith Carroll** is working with youth at Bethlehem Church, Crossville.

■ Hickory Grove Church, Moscow, called **Charles Jeter** as pastor.

■ **Ralph Patterson** of Rockwood began serving Slate Springs Church, Crossville, March 7. He also has served as pastor of Calvary Church, Crossville; Ozone Church, Rockwood; and Meridian Church, Crossville.

■ the churches

■ The senior adult group of **Glenwood Church, Nashville**, the XYZ's, celebrate their 10-year anniversary April 1.

■ Members of **West End Church, Knoxville**, will celebrate homecoming April 4. Lunch will be served at noon, followed by a music service with the Kings Messengers and Praisers.

■ On March 21 **First**

Church, Lenoir City, held a noteburning on its Simpson Road property.

■ **Georgian Hills Church, Memphis**, will celebrate its 35th anniversary on May 16.

■ Members of **Deer Lodge Church, Deer Lodge**, recently dedicated a new church sign in memory of deacon Clayton R. Olmstead. The sign was donated by Olmstead's widow, Ella Mae.

■ The Southwestern Men's Chorus will lead in worship at **First Church, Jefferson City**, April 20.

■ **Shiloh Church, Ocoee**, will dedicate its new facilities April 4 at 10 a.m. Just last year it moved into the Old Ocoee School, which it remodeled. Then members, with help of Polk Association, Tennessee Baptist Convention, and Baptist volunteers from five states, constructed a 300-seat sanctuary and foyer connecting the two buildings. Following the service, a meal and open house will be held.

■ **Whitesburg Church, Whitesburg**, ordained Benny Ballard, Earl Walker, and Joe Lambert as deacons.

■ the associations

■ The conference, "Churches in Appalachia Facing the Challenges and Changes of the

21st Century," will be held April 13 by **Clinton Baptist Association** at First Church, Dandridge.

■ **Sequatchie Valley Baptist Association** will host "Champions for Christ," a group of karate champions which will lead an event April 4 at Whitwell High School Gym at 3 p.m.

■ The North Central Regional Church Media Library Workshop for **Cumberland Plateau Baptist Association** will be held April 3 in the associational office in Crossville.

■ The centennial meeting of **Knox County Association Woman's Missionary Union** will be April 1 at First Church, Knoxville. It will begin at 6:30 p.m. Tennessee WMU President Ruth McNabb will speak.

■ A Senior Adult Crafts Fair for **Knox County Association** will be held April 8 at Wallace Memorial Church, Knoxville.

■ A ministers conference will be held April 7 by **Big Emory Baptist Association** in Harriman. In addition, on April 22 the Woman's Missionary Union annual meeting will be held in Oliver Springs.

■ **Clinton Baptist Association** will hold its annual spring meeting April 20 at 7 p.m. at Clear Branch Church, Lake City.

■ **Sweetwater Baptist Association** is sending a missions team to Russia April 12-23. It is led by Taylor Henley of Texas.

■ A youth rally will be held April 2 by **Sweetwater Association** at Hiwassee College. Morgan Medford, a pastor in Dalton, Ga., will speak.

■ **Fred Wolfe**, pastor, Cottage Hill Church, Mobile, Ala., will lead revival services at **Leewood Church, Memphis**, April 4-7.

■ the work

■ The Focus on the Family organization and Chattanooga Resource Foundation is presenting a Community Impact Seminar on family issues April 24 at **Oakwood Church, Chattanooga**.

■ **Graceland Church, Memphis**, will hold revival April 4-7 with Bruce Cappleman, Jackson, Miss., and Bob and Jan Salley, Shreveport, La., leading.

■ **Armona Church, Alcoa**, will hold revival services April 18-21.

■ Revival will be held at **Poplar Avenue Church, Memphis**, April 11-14.

■ April 25-30 **Lincoln Park Church, Knoxville**, will hold revival.

■ Revival is scheduled at **West Jackson Church, Jackson**, April 18-21.

■ Churches in **Sequatchie Valley Baptist Association** holding revival and the beginning date follow: March 14 - Ewtonville Church; March 28 - Lee Station Church, Jasper Church, and Cartwright Church; April 11 - Baptist Hill Church; April 12 - Ebenezer Church; and April 25 - community revival for South Pittsburg.

■ **First Church, Franklin**, is planning a missions trip to Novosibirsk, Russia Aug. 19-30.

■ **Hermitage Hills Church, Nashville**, recently held revival services with evangelist Clyde Chiles from St. Louis, Mo. There were 1021 decisions including 39 professions of faith.

■ the people

■ **Steven and Dottie Babcock** of Milan, have returned to their work as missionaries in Ivory Coast. They can be reached at 01 B.P. 6491, Abidjan 01, Ivory Coast.

■ **Charlie and Vida Campbell** are working in the Philippines. He is from Madisonville. They can be reached at Bayombong Post Office, Bayombong, Nueva Vizcaya 3700, Philippines.

Tennessee Sampler ■ views, insights

They feel pain

Larry Simmons
associate pastor/administrator
First Church, Kingston

While watching the Today Show, I witnessed a touching moment in television broadcasting. Bryan Gumbel was hosting a segment on the life of his good friend, Arthur Ashe, the tennis champion, who died from complications of AIDS. During the segment, Bryan broke down and cried.

With all the emotional wrenching stories the professional journalists are exposed, it truly is a rare moment to see one of them succumb to emotion. For some strange reason

The articles included in "Tennessee Sampler" are taken from newsletters of Tennessee Baptist churches and associations. The *Baptist and Reflector* does not necessarily concur with the views expressed.

we tend to think the professional journalist is above all that. Nothing could be farther from the truth. They are human. They bleed. They hurt. They feel pain, anger, heartache, and yes ... they cry.

Another prevalent myth is that ministers are "above all that" also. Often their families are subjected to ridicule because they do not perform according to someone's illusive expectations. Their families often hear the senseless and sarcastic words "and you're a preacher's wife/kid."

No! Ministers and their families are very human. They feel pain! Get angry! Fight temptation! Get frustrated! Depressed! And yes ... cry when they lose a friend or a loved one! May God help the minister who conveys himself in any other way than human.

John Claypool described it best in a sermon he preached after his little girl, Laura Lue, was diagnosed as having acute leukemia. "Please do not expect any great homiletical master-

piece. Do not look for any tightly reasoned, original creation. Rather, see me this morning as your burdened and broken brother, limping back into the family circle to tell you something of what I learned out there in the darkness."

Ministers are pilgrims on the Christian pathway of life. They are the church leaders but they still experience the same challenges and struggles that you do. Their objective is to lift up Christ, to preach Christ, to exhort following Christ, and by all means not to lift up themselves in any way, form, or fashion. Some things cannot be tolerated in ministerial leadership; such as, immorality, heresy, dishonesty, laziness. But the usual warts of life (and we all have them) must be bathed in the grace of forbearance. Naturally, we expect ministers to be a bit farther down the spiritual road of maturity than we are, but as we follow them on that road you will quickly come to realize ... they, like us, bear the scars of the pilgrimage. □

An alive church

Kenneth R. Clayton, pastor
Tulip Grove Church, Old Hickory

There is a haunting verse in the book of Revelation that declares: "You have a name that you are alive, and yet you are dead." The church at Sardis had a reputation for being alive, but the Lord knew their real condition. What does that mean for us? When is a church dead? I believe some of the outward signs that we can recognize are: (1) When it worships the past, a church is dying. Dwelling on past failures can cripple our resolve and undermine our determination to move forward. Dwelling on past victories can make us complacent and self-satisfied with the status quo. (2) A church is dying when it is more concerned with being popular (successful) in the world. A church must follow the Lord, being salt and light in the world, not simply going along with modern society's

ideas. (3) Of course, a church is dying when its members are dead.

What then is an "alive" church? It is a place where people are filled with the Holy Spirit (check Galatians 5:22-23). This means they are studying the Word, sharing their faith, and serving others in the name of Jesus. A church that is alive is focused on the Lord Jesus Christ and is attentive to his directives and flexible enough to change course at his command.

I believe that Tulip Grove Church is alive! As we come together to follow the Lord, let's all make sure it stays alive. □



Make sure it's all clear.
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Author offers principles for reaching 'secular people'

Baptist Press

DETROIT — Christians must communicate the Gospel simply, repeatedly, and in the cultural context for whom it is intended, a Methodist professor and author told Southern Baptist church-starting leaders recently.

"All churches that are reaching secular people in significant numbers are flexing to meet them culturally," said George Hunter III, dean of the Stanley Jones School of Evangelism at Asbury Theological Seminary in Kentucky.

Secular people, those with no church background, often are turned off by traditional worship service because it resembles the style of TV evan-

gelism that "passes itself off as Christianity," Hunter said.

"Churches employing traditional forms (of worship) almost never reach secular people in significant numbers," he said during a conference sponsored by the Southern Baptist Home Mission Board's new church extension division.

Hunter, author of *How to Reach Secular People*, estimates 120 million Americans are secular people "making North America or the USA the largest mission field in the western hemisphere."

Principles for communicating Christianity to secular people, according to Hunter, include:

(1) Almost all effective evangelization begins where people

are and not where we want them to be.

(2) The miracle of dialogue. Christians must be willing to honestly discuss the doubts and hangups of people with no spiritual background, he said.

(3) Cumulative effect. "No one gets the message the first

time," Hunter said.

(4) The principle of creative redundancy. Because no one gets the message the first time, Christians should learn to say the same things several ways, he suggested.

(5) For most secular people, their assimilation to the

church fellowship often precedes their commitment to Christ.

(6) "The Christian faith is more caught than taught." Christians lose credibility with secular people if they do not live their faith, he observed. □

Secretaries conference set for April

The annual Tennessee Baptist Convention Church Secretaries Conference will be held April 12-14 at the Baptist Center in Brentwood.

The theme for the training event is "Called to Ministry ... Spiritually and Professionally."

The conference, sponsored by the TBC Discipleship Training Department, will begin April 12 at 1 p.m. and conclude April 14 after lunch.

Special conferences will be held for financial secretaries, new secretaries, and associa-

tional secretaries. The cost of the conference is \$41.20 and includes two lunches, two dinners, and dues for the secretaries' association.

Hotel costs are the responsibility of participants. For additional information, including a list of hotels, call the Discipleship Training department at (615) 371-2053. □

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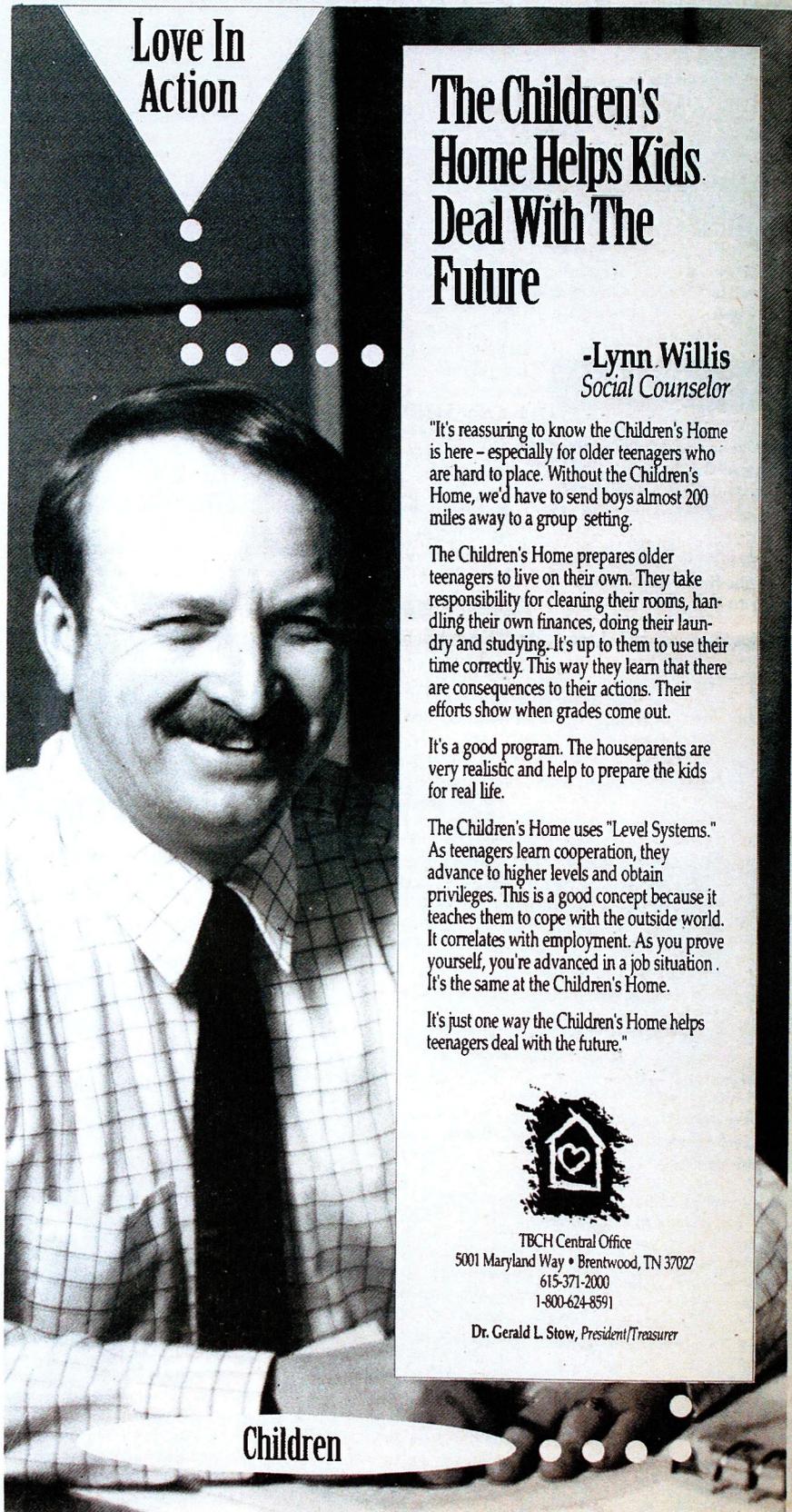
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The Children's Home Helps Kids Deal With The Future

-Lynn Willis
 Social Counselor

"It's reassuring to know the Children's Home is here - especially for older teenagers who are hard to place. Without the Children's Home, we'd have to send boys almost 200 miles away to a group setting.

The Children's Home prepares older teenagers to live on their own. They take responsibility for cleaning their rooms, handling their own finances, doing their laundry and studying. It's up to them to use their time correctly. This way they learn that there are consequences to their actions. Their efforts show when grades come out.

It's a good program. The houseparents are very realistic and help to prepare the kids for real life.

The Children's Home uses "Level Systems." As teenagers learn cooperation, they advance to higher levels and obtain privileges. This is a good concept because it teaches them to cope with the outside world. It correlates with employment. As you prove yourself, you're advanced in a job situation. It's the same at the Children's Home.

It's just one way the Children's Home helps teenagers deal with the future."



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Dr. Gerald L. Stow, President/Treasurer

Children

■ Sunday School lesson commentary

□ Isaiah's early messages and call — Bible Book Series for April 4

By Mark Mangrum, pastor, First Church, Whiteville

The prophet Isaiah ministered as a prophet for at least 40 years, from about 740 to 700 B.C.

His primary ministry was to the nation of Judah. A lot happened during Isaiah's ministry. The nation of Israel was captured and destroyed in 722/721 B.C. by Assyria. The only thing that prevented Assyria from doing the same to Judah was God's protection and intervention.

The book of Isaiah contains 66 chapters. Chapters 1-39 cover Isaiah's early years of ministry, and chapters 40-66 cover his later years. The Dead Sea Scrolls were discovered in Qumran. Fragments of every book of the Bible, except Esther, have been found in Qumran. The entire scroll of Isaiah was found, providing insight

into the words of our prophet.

As we journey through the book of Isaiah this quarter, we'll see prophetic themes of judgment, hope, and the day of the Lord.

Heavenly court, ch. 1

Chapter 1 of Isaiah is heaven's version of The People's Court. God is the bailiff, prosecutor, and judge. The heavens and the earth are the jury. Israel and Judah are the defendants, and they don't have a chance before Judge Yahweh! Verses 1-15 tell us the charges against the defendants are those of rebellion and hypocrisy to God. In our focal passage, verses 16-20, we see the verdict and sentence. What is the verdict? Guilty! What is the sentence? Repent! Verses 16-17 tell us that when God finds us guilty, we are to

cleanse ourselves, turn from evil, and do right. Note something very important here: we don't just repent (vv. 16-17) — we also have to be willing, obedient, and active in repentance! When we turn from our wicked ways, God is faithful to cleanse us as white as snow.

Heavenly court, ch. 6

In chapters 2-4 Isaiah discusses three states of Jerusalem: the ideal Jerusalem, the actual Jerusalem, and the realistic Jerusalem. In chapter 5 Isaiah uses a beautiful parable of a bad vineyard to show how God has bent over backwards to care for us, and still we haven't produced fruit in our lives. How many times have we heard: "I don't need to go to church to worship God — I can do it anywhere I want to!" I believe very few people can ac-

tually worship apart from being in a worship center. When I fish, I don't pray, except to catch a big fish! I don't encounter God worshipfully at a ball game, although I may encounter a foul ball! In chapter

Basic Passage: Isaiah 1:1-6:13

6 Isaiah was caught up in worship. When we go to worship, if we expect to encounter God, we will. In this passage, which once again takes us to heaven's court, Isaiah encounters God and he sees three things.

Isaiah sees the Lord. In verses 1-4 Isaiah sees the Lord, and from this point on, his life will never be the same again! That's what happens when we encounter God — we

are never the same. Worship is worthless unless it is rooted in the desire to see God. Isaiah describes the unnatural creatures, called seraphim, who bore witness to God's holiness.

Isaiah sees himself. In verses 5-7 Isaiah sees himself for who he really is. When we encounter God in worship, we will ultimately see ourselves as we really are — sinners in need of a great cleansing from God. And when we seek God's cleansing, he will cleanse us from all unrighteousness.

Isaiah sees the world. In verses 8-13 Isaiah sees a world in need. Once our heart is right with God, we will see what God sees: a world in need of his saving grace. Isaiah's task will be difficult: the people will not respond. Being a Christian is also difficult. □

□ Jesus calls us to be servants — Convention Uniform Series for April 4

By Wesley Pitts, director of missions, Cumberland Association, Clarksville

The writer heard the story of an aristocratic young man who had been called to preach. He attended a seminary in his country. On his first day there he complained to the president that the restrooms were dirty. The president assured him they would be cleaned. Later, the student checked a restroom and found the president cleaning the toilets. "What are you doing, sir?" he asked. "I'm keeping my promise to you," the president replied. "But I thought you would send a servant to do this lowly task," the student protested. Graciously, the president explained. "Young man, our school is poor. We cannot hire servants. But we are all called to a servant lifestyle. Therefore, when we see a task that needs done,

we do it."

In like manner Jesus, the master teacher, taught his disciples a lesson on the servant lifestyle. His aim was to develop the spirit of humble service in his followers. This lesson was not for his teachers alone but also for all his followers.

The exclusion of the servant's role, ch. 13: 1-2

The focus of the disciples excluded the servant's role. This elite dozen was discussing which of them was the greatest. Two other Gospel writers (Matthew 20:20-28; Mark 10:35-45) revealed that the twelve had discussed which of them was the greatest on the road to Jerusalem. Luke added (Luke 22:24-30) that they contended for the seats of honor in the Upper Room. In their plans

to be great they excluded the servant lifestyle.

The New Testament writers often addressed the problem of disciples wanting to have the pre-eminent places in the church. Paul wrote concerning this problem in Corinth and admonished Timothy to beware of such people (II Timothy 4:14-15). The same problem plagues our churches today. Like the apostles, today's followers refuse menial tasks and exclude the servant lifestyle.

The expression of the servant lifestyle, vv. 3-11

The action of Jesus — Jesus was fully aware of who he was, from where he had come, and what his task ahead was. Therefore, "because of" not "in spite of" his deity, he demon-

strated the servant lifestyle by washing the disciples feet.

The reaction of Peter — Perhaps Peter was expressing the shame they all felt when he said literally: "Not never shall you wash my feet forever." Jesus explained that if Peter, through mock humility, did not allow Jesus to wash his feet he would never learn to humble himself unto a servant lifestyle. Reading I Peter 5:5, one is convinced that Peter learned the lesson of this example of the servant lifestyle.

The exhortation for a servant lifestyle, vv. 12-17

Jesus asked them if they understood the example and exhorted them to follow his example. If the Lord could render menial service for slaves, surely slaves could do the same for

each other. Paul used the example of Jesus' humility to encourage the Philippians to follow the example of Christ's servant lifestyle (see Philippians 2:5-11).

Basic Passage John 13:1-20

Christian slaves have vied to be the greatest in the kingdom by seeking pre-eminence over other slaves. Using manipulation, pride, and jealousy, they rob themselves of happiness. To be the greatest slave, one must not play one upmanship with fellow slaves but strive to please the Master. He is pleased when his followers practice a servant lifestyle. □

□ When death approaches — Life and Work Series for April 4

By Milton Knox, pastor, First Church, Dayton

In our Christian heritage it is important that we teach our people how to live as well as how to die. It is only when we are truly prepared to die that we can experience the abundant life that Jesus has made possible for us. In the Scriptures death is treated as a rather insignificant event. Christians do not deny death; they simply are to face death with the calm assurance of faith in God based on his Word.

Jacob's death, ch. 49:33-50:1

Jacob prepared for his own death by giving his blessing to his sons and giving them instructions concerning his burial. Because of his faith in God's promises he wanted to

be buried in the land of promise. After preparing the living for his death, he laid down and prepared to meet his loved ones who had gone on before him. Joseph wept at the death of his father and displayed many of the same emotions we do at the death of our loved ones. Our grieving is tempered with the hope that we have in Christ's resurrection that we will see our loved one again.

Jacob's burial, vv. 12-13

Jacob's faith had been demonstrated to his family while he was alive and now in his death his faith would be shown again. His sons obeyed their father's commands while he was alive and they did so after his death. The funeral of a Christian is a time for faith to

be expressed in definite ways. His presence in our lives at the burial of our loved ones speaks to those around us.

Joseph returns, v. 14

Even though we grieve we must go on with our lives. Life changes never to be the same again, but it can still have purpose and meaning. God gives us the power needed to go on with life even in the face of extreme sorrow. Going on with life in Egypt was especially difficult for Joseph and his family because Canaan was their homeland. They knew it was God's plan for them to go back because of what he had told Abraham earlier in Genesis 15:13-14.

Growing old, vv. 22-23

Joseph was blessed with a

long life. He got to see his great-grandchildren and great-great-grandchildren. Thus he was given the opportunity to teach his family the heritage of faith that he had received from his father. We need to remember how important it is to

Basic Passage: Genesis 49:33 — 50:1-26

share our faith with every generation. Too often today persons of faith fail to make sure their family members receive the teaching and instruction they had from previous generations. Joseph also demonstrated to his brothers that he did not hold a grudge even after their father's death. Joseph told them that when they sold

him into slavery, God was working to bring about their salvation even though they did not understand it at the time. This kind of faith in God leads us through all the difficult experiences of life.

Joseph's death, vv. 24-26

Sooner or later we will have to face the death of a loved one and our own death. With steadfast faith in God Joseph was able to resist temptation, truly forgive those who had mistreated him, bury his father, and face his own death. He continued to believe the promises of God that had yet to be fulfilled and he exhorted his family to do the same.

Our Lord gives us grace to face all of life's challenges. □

Russian Baptists remain neutral in fight for control

Baptist Press

MOSCOW, Russia — Baptists in Russia are staying neutral in a fight for control between President Boris Yeltsin and communist hardliners, according to Southern Baptist missionary George Lozuk.



LOZUK

"We're praying that the Lord will bring about the right thing for Russia, because the needs here are so great," said Lozuk, a veteran missionary.

The American-born son of a native Russian, Lozuk transferred to Moscow with his wife, Veda Rae, two years ago to work with Russian Baptists and to clear the way for other Southern Baptist personnel. Three other Southern Baptist

missionary couples live in Moscow, and others live in St. Petersburg, Minsk, and Kiev. Southern Baptists hope to fill 63 missionary jobs throughout the former Soviet Union and Eastern Europe.

Russian Baptists "have been through many years of difficulties and hardships, and they're very tough and very hardened to this, and they don't get frustrated easily," Lozuk said.

Although political analysts have speculated about possible military action between supporters and antagonists of Yeltsin and his free-market economic reforms, as of March 23 nothing had broken out.

Missionaries continue to go about business as usual, Lozuk said. □

SBTS launches advanced M.Div.

Baptist Press

LOUISVILLE — Southern Baptist Theological Seminary has instituted an advanced master of divinity degree program for students with undergraduate degrees in religion.

"This program will help religion majors be able to come to

seminary and not duplicate work they had in college," said David S. Dockery, dean of the School of Theology at Southwestern.

The program will begin this fall and will be open to religion majors who graduated with a "B" average. If accepted, students can complete the master of divinity degree with 75 credit hours instead of the 91 hours ordinarily required for the course. □

Stewardship agency reduces budget

Baptist Press

NASHVILLE — The SBC Stewardship Commission adopted a \$2,097,429 budget for 1993-94, a decrease of \$268,623 from the current budget, at its annual meeting March 18-19 in Nashville.

The reduced budget, 11 percent below 1992-93, follows several expense reductions announced earlier by the agency, including a reduction in staff of three people and salary cuts. Commissioners voted to delay the effective date of the staff reductions until Dec. 31, 1993 instead of June 1.

Personnel being cut include Tennessee Baptist **John Rush, a member of Clearview Church, Franklin**, vice president of stewardship development for the agency, and two Together We Build consultants, Harold Jeter of Oklahoma and Elvin Hall of Orlando, Fla.

Roy Moody, director of Stewardship/Cooperative Program for the Kansas/Nebraska Baptist Convention, was re-elected chairman of the commission. Other officers are Robert Ross, Oklahoma, vice chairman, and Levi Parrish, Michigan, secretary.

In other actions, commissioners approved revisions in the agency's program statement to be acted upon by the SBC in Houston in June and authorized a request of \$525,000 in Cooperative Program funds for 1994-95. □

Union joins coalition of Christian schools

Union University

JACKSON — Union University has been named the 85th member institution of the Christian College Coalition.

Membership in the coalition will provide Union students the opportunity to take part in study programs both in the United States and abroad.

The Christian College Coalition, founded in 1976, assists member colleges in cultivating Christ-centered communities of educational excellence.

Union President Hyran Barefoot said the school sought membership in the coalition because it represented a group of colleges that "share the same values and interests our university shares." □

BWA youth meeting set for Zimbabwe

Baptist Press

WASHINGTON — Registration is underway for the 12th Baptist Youth World Conference Aug. 11-15 in Harare, Zimbabwe.

Anyone planning to go should register as early as possible, said Paul Montacute, BWA's youth director.

For more information about the meeting, including costs, call the BWA youth department at (703) 790-8980. □

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'Church growth guru' has lab to experiment

By David Winfrey
For Baptist Press

ANN ARBOR, Mich. — If Packard Road Church doesn't grow, it won't be for lack of resources.

Armed with detailed neighborhood demographics, a direct-mail campaign, and a pastor who edited *Church Growth* magazine, the congregation is poised to move beyond being a "nurturing center for transplanted Southern Baptists" to reach the unchurched of Ann Arbor, says Pastor Gary Hardin.

Hardin, 45, came to Ann Arbor last August from the Sunday School Board in Nashville, where as editor he was encouraged to become the board's "church growth guru."

Loaded with three years of training, interviews, and conferences, Hardin now has a laboratory to apply all he learned. In the first six months, attendance increased by 80 people, he says.

Church growth is the hot topic of the 1990s because so few are doing it, Hardin says. "There is great concern today about the large number of churches that are plateaued and in decline."

Only about 15 percent of all Christian churches in America are growing, Hardin says, a factor he attributes to congre-



FORMER TENNESSEAN Gary Hardin, former editor of Church Growth magazine at the Sunday School Board in Nashville, has an opportunity to test all he ever learned about church growth as pastor of Packard Road Church in Ann Arbor, Mich.

gations' comfort level. "In every church are large numbers of people who are godly and who love their church, but they like their church the way it is," he observed.

"To grow is to change, and change is painful. So in other words, growth equals pain," he says with the confidence of a conference lecturer. "Now do you know why 85 percent of churches in America are not growing?" he asked.

In the late 1980s and early 1990s, Packard Road Church focused on itself and not its community during a costly five-year building program, says church leader Russell Collins.

"It was obvious that the feeling was that we needed to grow. We needed to reach out," says Collins, who served on the search committee that found Hardin. "I don't think there's any doubt he's a godsend," Collins adds.

A connoisseur of church growth books, tapes, and seminars, Hardin says all resources sing from the same hymnal. "There is a body of church growth principles that every resource addresses in one way or another," he says.

The most important themes, Hardin relates, are:

- (1) Visionary leadership by the pastor;
- (2) A clear understanding of

the community; and

(3) A high priority for evangelism and outreach.

Hardin is using those principles to inspire Packard Road Church with a vision for tripling its membership in three years through innovative worship, aggressive evangelism, and well-orchestrated outreach.

His strategy is a textbook case study in church growth, and his face lights up when discussing the church's potential.

"What we have done in the first six months is position ourselves to grow," says Hardin, who adds church committees have worked on everything from prayer and church visits to logos and demographics.

"Eighty-two percent of our draw area are baby boomers, baby busters, and their kids," Hardin says, adding those groups prefer a "contemporary style of worship."

The church recently voted to begin two worship services.

The new emphasis on growth has caused the predictable discomfort among some members, Hardin says.

Noting that one member told him all he was interested in was numbers, Hardin responded:

"God is interested in numbers" ... because "numbers represent people." □