

REFLECTOR

Volume 164 / Number 27

Statewide Edition

July 15, 1998

this week's news

- ▶ Lifeway taps Union University for first store on a college campus. — Page 2
- ▶ State WMU plans ministry event in Memphis area. — Page 2
- ▶ Ray and Linda Maynard of Sparta learn life lessons from illness. — Page 3



THE MAYNARDS

- ▶ TBCH begins working with Cleveland children's shelter. — Page 4
- ▶ Pastor says God has helped church add baptism. — Page 4

MOVING? Cut out and mail address label and new address to *Baptist and Reflector*, P.O. Box 728, Brentwood, Tenn., 37024

*****5-DIGIT F027/E
 #01499275# REG
 HISTORICAL COMMISSION
 901 COMMERCE ST STE 400
 NASHVILLE TN 37203-3628

Church staff compensation studied

By Lonnie Wilkey
Baptist and Reflector

BRENTWOOD — Tennessee Baptist churches are "above average" in their compensation of full-time and bivocational pastors and church staff ministers, according to a recent Church Staff Compensation Study.

Tennessee churches are below average, however, in compensation to church secretaries and bivocational staff ministers, the study indicated.

The study was conducted as a joint project among 13 Baptist state conventions — Alabama, Florida, Georgia, Illinois, Kentucky, Louisiana, Missouri, Mississippi, North Carolina, Ohio, Oklahoma, Tennessee, and Virginia.

The average compensation (salary and housing) of pastors in those 13 states is \$36,046. In Tennessee, the compensation is \$37,841.

The average compensation for a bivocational pastor in the 13 states is \$11,807, compared to \$11,921 in Tennessee.

The average compensation for full-time ministers other than pastors in the participating states is \$36,169, compared to \$37,023 in Tennessee.

Bivocational staff members in the 13 states receive a yearly compensation of \$9,328, compared to \$8,354 in Tennessee.

Full-time church secretaries in the 13 states average \$17,300 in yearly compensation, compared to \$15,819 in Tennessee.

A breakdown of compensation for different staff positions by church size and budget can be found on pages 6-7.

The Church Staff Compensation Study is done to give churches something to look at and compare when trying to set salaries and benefits for their staff, said Gary Rickman, ministry coordinator for the Tennessee Baptist Convention Executive Board ministries and leader of the Church Staff Leadership Group which conducted

Church Staff Compensation Among 13 States

	highest	lowest	Tennessee	avg. of states
full-time pastors				
avg. compensation	Ga. - \$39,907	Mo. - \$30,800	\$37,841	\$36,046
avg. pay package	Fla. - \$46,670	Mo. - \$37,528	\$45,845	\$43,403
avg. expenses	Miss. - \$4,948	La. - \$3,730	\$4,642	\$4,332
avg. financial salary pkg.	Fla. - \$50,889	Mo. - \$41,452	\$50,487	\$47,734
full-time staff ministers				
avg. compensation	Fla. - \$39,618	Ohio - \$31,594	\$37,023	\$36,169
avg. pay package	Fla. - \$47,224	Ohio - \$36,615	\$43,610	\$42,739
avg. expenses	Ill. - \$3,279	Mo. - \$2,049	\$2,303	\$2,479
avg. financial salary pkg.	Fla. - \$49,952	Ohio - \$38,918	\$45,914	\$45,217
bivocational pastors				
avg. compensation	Fla. - \$13,237	Ohio - \$9,614	\$11,921	\$11,807
avg. pay package	Fla. - \$14,747	Okla. - \$10,585	\$13,069	\$12,872
avg. expenses	Ohio - \$1,554	La. - \$661	\$1,189	\$1,058
avg. financial salary pkg.	Fla. - \$16,138	Okla. - \$11,564	\$14,258	\$13,931
bivocational staff ministers				
avg. compensation	N.C. - \$11,510	Ill. - \$6,075	\$8,354	\$9,328
avg. pay package	N.C. - \$12,787	Ill. - \$6,065	\$8,772	\$9,943
avg. expenses	Ohio - \$800	Ill. - \$64	\$480	\$436
avg. financial salary pkg.	N.C. - \$13,533	Ill. - \$6,139	\$9,251	\$10,380

the study in Tennessee. The group received nearly 1,000 responses from surveys sent to ministers and other church staff across the state, according to Rickman.

Compensation studies are only one of the tools needed for compensation planning, Rickman stressed.

He noted the information provided by the study is de-

signed to assist churches in the compensation planning process of church staff employees.

Other factors to be considered, Rickman said, include individual needs, church resources, the standard of living in the community and of the church membership, inflation, and individual performance.

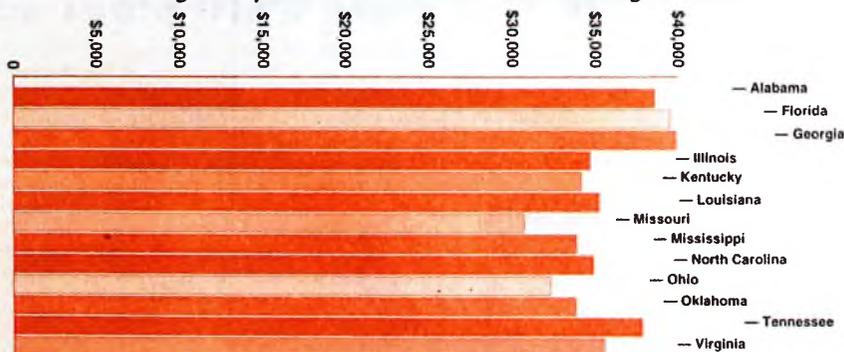
Rickman noted the compensation report is a generic study.

"We can do customized reports based on a church's resident membership, average church attendance, and budget receipts," he said.

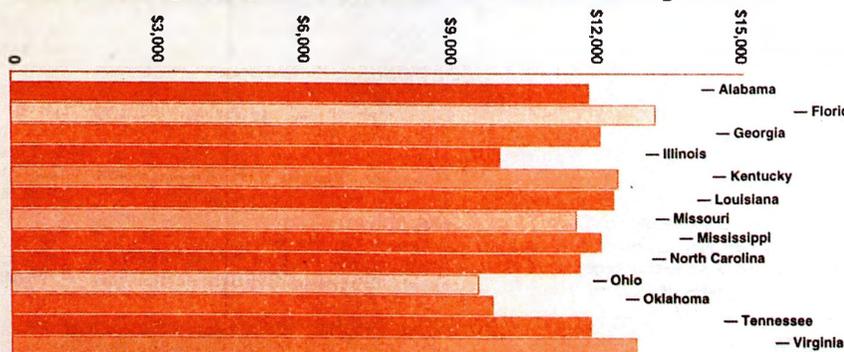
To receive a customized report, send your church's average attendance, resident membership, and church budget to Sandra Garner or Lana Rose, Tennessee Baptist Convention, P.O. Box 728, Brentwood, TN 37024.

For more information about the study, call Rickman at (615) 371-2009. *B&R*

Average Compensation of Full-time Pastors Among 13 States



Average Compensation of Bivocational Pastors Among 13 States



Volunteers needed

Baptist and Reflector

BRENTWOOD — Volunteers who can lead music or give testimonies are especially needed for the simultaneous revivals in Rio de Janeiro, Brazil, set for Sept. 27-Oct. 6, according to Terry Sharp, partnership missions specialist for the TBC Executive Board Ministries. Deadline for sign up is July 31.

For more information about the effort, call 1-800-558-2090 or (615) 371-2021. ■

about your newsjournal

- ▶ Lonnie Wilkey, interim editor
- ▶ **Subscribe to the Baptist and Reflector** for one year and receive 48 copies. Family or individual subscription — \$8.00; clubs of 10 or more subscriptions — \$7.25; church (more than 50 percent of families) — \$6.50.
- ▶ **To contribute a news item, call, write, or e-mail** Lonnie Wilkey or Connie Davis, assistant editor
- ▶ **To advertise** — Lonnie Wilkey
- ▶ **For billing and subscription data questions** — Betty Williams, bookkeeper
- ▶ **For information about trial subscription plan for church or association edition** — Lonnie Wilkey, Connie Davis, or Susie Edwards, administrative secretary
- ▶ **For information about local church edition** — the Editor, or Mary Nimmo, church pages coordinator
- ▶ **For production answers** — Lonnie Wilkey or Connie Davis
- ▶ **Publisher** — Tennessee Baptist Convention Executive Board
- ▶ **Board of directors:** Bill Northcott, chairman; Paul Medley, vice chairman; Charles Anderson, Hinton Climer, Elmer Crosby, Reed Dixon, Don Edwards, Frank Hawkins, Herbert Higdon, John Holland, Kenneth Hubbard, Jewell Jennings, Pat Landrum, Mattie Mullins, Ray Newcomb, Doug Sager, Michael Smith, Betty Summers, and Ambers Wilson
- ▶ **Office** — Baptist and Reflector, 5001 Maryland Way, Brentwood, TN, 37027
- ▶ **Mailing address** — P.O. Box 728, Brentwood, TN, 37024
- ▶ **Phone** — (615) 371-2003
- ▶ **FAX** — (615) 371-2080
- ▶ **E-mail** — 70420.63@CompuServe.com
- ▶ **Membership** — Southern Baptist Press Association
- ▶ **Postmaster** — Periodical postage paid at Brentwood and at additional mailing office. (USPS 041-780) POSTMASTER: Send address changes to Baptist and Reflector, P.O. Box 728, Brentwood, TN 37024.
- ▶ **Frequency of issue** — The paper is published weekly except for the weeks of Christmas, New Year's, Fourth of July, and fourth week of August.



Printed on recycled paper

LifeWay sets first store on campus at Union

By Nedra Kanavel
For Baptist and Reflector

JACKSON — Union University will become the site of the only Baptist Book Store/LifeWay Christian Store on a college or university campus, effective Aug. 1.

In a contract finalized July 9, the national chain of Christian stores agreed to assume operation of the existing campus bookstore, located in the university's student center.

Next summer the book store will move into a new two-story,

20,000-square-foot facility on the Union campus, adjacent to Highway 45 Bypass North near Union University Drive. The retail store will be located on the ground floor, with the second floor used for university offices, classrooms, and an adult studies center.

Baptist Book Stores/LifeWay Christian Stores are part of the ministry of LifeWay Christian Resources (formerly Sunday School Board) of the Southern Baptist Convention.

The Union store will become

the 75th Christian bookstore in the chain. The chain does operate bookstores on the campuses of the six Southern Baptist seminaries.

Union University President David S. Dockery said the new partnership "will benefit the university community as well as offer a wonderful resource for the churches of West Tennessee."

"This is a win-win opportunity for Baptist Book Stores and Union University," said Mark Scott, president of Baptist Book Stores. "The real ben-

efits will be realized by the campus community and Jackson-area individuals and churches as we serve in shared ministry."

Initially, the bookstore will carry the university's existing academic books and selected products from the standard merchandising mix of other Baptist Book Stores.

A grand opening is scheduled to coincide with the beginning of the university's fall semester. The store will open as a LifeWay Christian Store. ■

Tennesseans see Germans make spiritual decisions

By Mike Creswell
For Baptist and Reflector

FRANKFURT, Germany — Seven Tennessee Baptists saw scores of decisions for Christ during a 10-day partnership Evangelism Crusade in 23 cities across Germany in late June.

The Tennesseans were among 182 Southern Baptists from 19 states who labored amid one of Europe's most secular and slow-to-respond mission fields.

Fewer than 3 percent of Germany's more than 80 million people are estimated to be followers of Christ. There are some 50 Southern Baptist missionaries assigned to Germany.

Crusade workers opened doors and hearts with skills that included bluegrass and Gospel music concerts, drama, sports, balloon art, tracts, and public worship services. Many groups shared testimonies in public schools, met mayors and other government leaders, and generally helped raise German awareness of Baptists.

"Germany is a nation full of Christian

culture but nearly empty of Christians," German Baptist Heinrich-Christian Rust told volunteers at a closing victory dinner in Frankfurt. Rust, home missions director for the German Baptist Union, praised the work of the visiting teams.

The crusade was coordinated by Texans W. H. "Dub" and Doris Jackson of Abilene, who coordinate crusades in Western Europe for the SBC International Mission Board.

It was the 48th partnership crusade coordinated by the couple, former missionaries themselves.

A former Tennessee minister, David R. Adams, now a Southern Baptist missionary, assisted Jackson with local arrangements in Germany. Adams was associate pastor and minister of music at East Ridge Church, Chattanooga, before he and his wife, Suzanne, were appointed as missionaries in 1991.

Pat DeFosse of Tri-County Church, White House, said she was impressed how God worked in the lives of teenagers in Plauen, a city in eastern central Germany near the Czech border. "There were teens

there who told us they did not believe in God and they had no need for him.

"So I thought they would not show up for the programs we were having. But six or eight girls and about six boys came at least two nights. We had a chance to witness to them. They did not make any decisions but they did say they would go to the church and ask more questions," said DeFosse, who serves as a youth facilitator at the church.

Her husband, Rick, noted that most of the people they talked to did not believe in God and had never heard the name of Jesus Christ. "After speaking with them, many were receptive to the news that there is a God and his Son is Jesus. Most seem to want to believe," DeFosse said.

Linda Norman, a member of First Church, Jamestown, said her greatest experience was meeting a couple living in Pirmasens who prayed to receive Christ as Savior.

Two other members of First Church also served in Pirmasens during the crusade — Jennifer Malone and Lenny R. VanMeter. ■

C-N names new vp

For Baptist and Reflector

JEFFERSON CITY — Carson-Newman College has announced the appointment of C-N alumnus G. Timothy Wood as vice president for advancement of the 147-year-old institution.

He begins duties Sept.

1. Wood brings more than 20 years of higher education experience, primarily in the advancement area, to his new post. He comes to Carson-Newman from the University of Florida Foundation, where he is assistant vice president for corporate and foundation relations.

Wood graduated from C-N in 1967 with a degree in English. He holds a master of education degree from the University of Florida and is completing a Ph.D. in education leadership at the UF.

Wood and his wife, Shirley, have two children: Dorothy, a senior at Carson-Newman, and Gordon, a recent high school graduate. He is an active member of First Church, Gainesville. ■



WOOD

State WMU plans ministry event

For Baptist and Reflector

BRENTWOOD — Tennessee Woman's Missionary Union will host "A Ministry Event for Women with God's Heart" Sept. 18-19 at Faith Church, Bartlett. The event is the former Retreat for Women on Mission.

Women will be able to attend conferences and participate in ministry possibilities which include block parties, prayer walking, inner city ministries, packing care bags for MidSouth Fair

employees, and more. The theme of the weekend event is "Being God's Hands."

The registration fee of \$15 includes meeting facilities, materials, conferences, and Saturday lunch. Registration after Sept. 11 and at the door will include lunch on an as-available basis.

Hotels are available at the Holiday Inn, Wolfchase (901) 372-0000; Hampton Inn, Sycamore View (901) 388-4881; and Red Roof Inn, East (901) 388-6111.

For more information, call Tennessee WMU at (615) 371-2038. ■

Workers unload food aid in North Korea

For Baptist and Reflector

WONSAN, North Korea — Workers in North Korea are unloading about 4.7 million pounds of food and various medicines that arrived from Southern Baptists June 24.

Southern Baptists from 28 states donated nearly 10,000 boxes of food, each stickered with a logo saying "Southern Baptists in America's Love Gifts to North Korea." Each box should feed five people for a month. **Tennessee Baptists earlier this**

year collected 899 boxes, weighing more than 61,000 pounds, for North Korea.

A five-member Southern Baptist delegation flew into the country in late June to meet with government officials and see the first boxes of aid carried off of the mercy ship Evangeline. The ship also carried about 950,000 pounds of dried corn, flour, rice, and sugar and 925,000 pounds of dehydrated soup mix, enough for 23.1 million soup meals. The food was bought with \$725,000 in World Hunger Funds. ■

Illness teaches Maynard family life lessons

By Connie Davis
Baptist and Reflector

SPARTA — Laughter still rings out in the Maynard home. Ray will say, "Rita, tell about the time you stole your own dog." And Linda will say, "Ray, tell about always delivering Rita to school late in South Dakota."

Linda Maynard and her husband, Ray, who is director of missions, Union Association, like to tell anecdotes about their daughter Rita, 19, and their two children who live away from home. And they like to reminisce about their missions ventures — to Russia and South America to teach MasterLife, the discipleship program.

The family's laughter continues although Linda is struggling to overcome colon cancer. Their style isn't to dwell on her cancer, explained Linda Maynard.

They may not dwell on the cancer, but they don't deny its existence. In fact, the family has found ways to laugh about that too.

She can't die, said Linda facetiously, because Ray would have no one to help him remember details. "She just doesn't want to leave her money to me," interjected Ray, as

he, Linda, and Rita joined in another chuckle.

Ray explained that another daughter, Renee of Montgomery, Ala., came up with that joke recently.

To add some levity, Linda explained she doesn't mind dying, she just wants to know when, so she can plan for it.

Illness

The family laughs despite the fact Linda's physicians stopped chemotherapy treatments in April and suggested she accept care from a hospice organization, which assists terminally ill patients.

They laugh, the Maynards explained, because they still have hope based on their faith in God.

And it's not an ethereal faith, they insist, because of the many blessings they have received since the illness. For example, recently Linda's

health has improved and her doctors don't have an explanation. Currently she is undergoing tests to see if a healing miracle has occurred.

"I've never given up hope because of the desire to live and because I've felt like when I've prayed that the Lord was going to see me through it again," said Linda Maynard. She refers to an earlier bout

Series on 'Courage in Ministry' begins

A series on "Courage in Ministry" begins in this issue. The series will focus on ministers and family members who continue ministry during extreme trials in their lives. **B&R**

with cancer in 1994-95.

Personal journey

Linda said she has confronted the idea of her death and feels she can't complain about the possibility because she has had 50 years of good health. She knows what bad health is, she explained, because she has taught students with handicaps for 11 of the 15 years she has taught public school students.

Currently she is the special education teacher of White County High School here. She taught this year until March 2 despite discomfort because she loves her job, said Linda Maynard.

Maynard also has served as the Tennessee Baptist Convention's director of children's Bible drills for the north central region and as a member of the convention committee which directed Tennessee Baptist Adult Homes Inc., to develop group homes for adults with special needs.

One of her lowest points during the illness was one day while she was lying on the floor of a bathroom in their home. Because she wanted to remain there for a while, Ray covered her with a blanket. As she rested, she remembered a friend from the days she and Ray were home missionaries in South Dakota.

Maynard recalled the time she and the man were in a group at the church the Maynards started. The people were

sharing favorite verses. The man shared his verse which included the phrase, "this too shall pass."

At the time, Linda said, that choice seemed peculiar, but her recollection during her illness was a great comfort.

The Maynards also have been blessed by the many tangible acts of people.

Cards are delivered each day to the home, which lift spirits, said Linda. Meals have been delivered daily for about six weeks — until Ray was given a leave of absence by Union Association to care for Linda. Now Linda feels well enough to prepare meals too.

People have helped them decorate their home, which they recently bought from the association. They have funded trips for the couple. And people across the world have prayed for them, they reported.

These actions, mostly by Southern Baptists, have sustained them, said Ray.

Lessons learned

The Maynards have learned to view each day as a gift, they said, and to try to "take advantage of that day," said Ray.

And despite their commitment to the community and Union Association, they are most proud of what they have given their children, agreed the couple.

They include Ray Maynard II of Loudon, who serves as bivocational youth director of East Niota Church there and continues seminary studies; Renee, who is an licensed practical nurse in the Air Force; and Rita, a student at Cumberland University, Lebanon.

The couple is looking forward to celebrating their 30th wedding anniversary Aug. 17. And they look forward to the future. Their relationship began when they started the first grade together in Loudon.

"I've never questioned the Lord in all of this," said Linda. **B&R**



Foundation adds staff; accesses Web

For Baptist and Reflector

BRENTWOOD — H. Garrison Coltharp, former pastor of First Church, Jackson, joined the staff of the Tennessee Baptist Foundation July 1 as vice president for estate planning.

The foundation also announced the employment of a field representative and site on the World Wide Web.

Coltharp was reared in Paducah, Ky. He holds the doctor of ministry degree from Southern Baptist Theological Seminary, Louisville, Ky.

Coltharp has served on many boards and committees at both the state and denominational levels. He has been a trustee of Union University, Jackson, and the TBF.

Coltharp and his wife, Martha, have one daughter, Paula Michelle, a student at Middle Tennessee State University, Murfreesboro.

J. Donald Mitchell of Talbott assumed duties as field representative for the foundation on July 1.

Mitchell served as director of church relations for Carson-Newman College, Jefferson City, from 1974 until his retirement last year.

Mitchell and his wife, Mary, have four grown children.

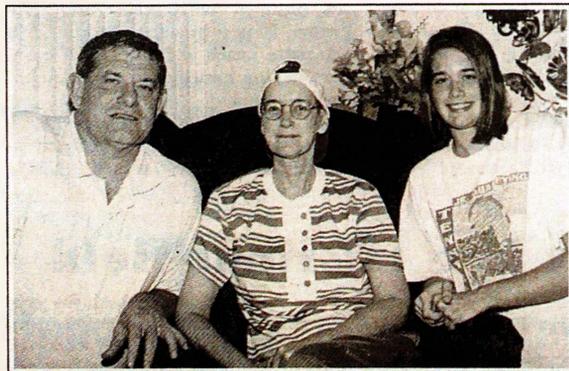
The foundation also is now on the World Wide Web at www.tnbaptist.org/foundation, according to Bo Childs, TBF president. **B&R**



COLTHARP



MITCHELL



LINDA MAYNARD, center, sits with Ray, her husband, and Rita, her daughter, in their home in Sparta.

Tragedy occurs at Carson-Newman

For Baptist and Reflector

JEFFERSON CITY — Lauren Balonick, 14, of Folsom, La., died July 6 while swimming in Carson-Newman College's Student Activities Center.

Balonick was on campus with her home church group as part of Centrifuge, an annual camp hosted by LifeWay Christian Resources of the Southern Baptist Convention.

In the course of a camp group swim activity, Balonick appeared to stop swimming and was immediately removed from the pool by a C-N lifeguard on duty, according to a statement released by Bill McDonald, vice

president for student affairs at Carson-Newman.

CPR was begun immediately by a firefighter and a paramedic who were on site as chaperones from other church groups. She was transported to a local hospital where she was pronounced dead. The cause of death was listed as accidental drowning, according to Odette Brewer of the C-N news staff.

Grief counselors were on hand to assist Centrifuge staff and campers. A memorial service was held that evening.

"Our thoughts and prayers are with the Balonick family and the members of her church group," McDonald said. ■



Tennessee nurses meet

The Tennessee Baptist Nursing Fellowship met recently at the Baptist Center in Brentwood. The Tennessee chapter has about 161 members, with 60 of those belonging to the national organization of professional nurses which was organized in 1983. It now has about 900 members in 25 states. Eligibility for membership requires a person to have an R.N. or L.P.N. degree. For more information about the state group, contact Judith Jackson, president, at (901) 372-2373.

OOPS!!

For Baptist and Reflector

BRENTWOOD — Two small details were inadvertently left out of last week's article about the upcoming training event for potential directors of missions — the date and place. The event will be held Aug. 27-28 at the Baptist Center here. For more information, call Bill George at (615) 371-2043. ■



Says 81-year-old interim pastor

God honors church's decision to add baptistry

By Joe Ledford
Special to Baptist and Reflector

ELIZABETHTON — Haven Lowe says God honored Willow Springs Church's decision to build a baptistry by sending three people to be baptized before the project ended.

Lowe, interim pastor at Willow Springs, had been using the baptistries of other churches, as had pastors before him. In April, he began talking to church members about having a baptistry for Willow Springs.

"He told us there might be some people who would be baptized if we would build it," said church member Danny Hilbert.

The idea caught on, and members donated about \$3,500

for the project, in addition to their regular tithes and offerings.

On workdays, women of Willow Springs provided lunch for church volunteers, who were assisted by members of Unaka Church and their pastor, Walker Roberson.

Lowe discovered a lot of talent in the church — people who could do electrical, plumbing, and carpentry work. "Anybody, like me, who couldn't do that, pushed a broom or something or other," he said.

Meanwhile, during Vacation Bible School, a youngster became a Christian. A child who missed the Willow Springs VBS was saved in another church's VBS. Then, a teenager who was

dating a church member turned to Lowe one day and said she wanted to be baptized.

On July 5, less than a week after the last of the work was done, the new baptistry was filled with warm water and those three were immersed.

Though the baptistry is new, baptizing is very familiar to Lowe. "I never did keep a record, but I'd say I've baptized in the neighborhood of 1,000 people," he said.

The 81-year-old Lowe has served as pastor of about 16 churches during his years of ministry.

The list includes a church in old Butler before Watauga Lake flooded that town, Cherokee Church on the Cherokee

Reservation in North Carolina, and Midway Church, which Lowe founded in 1948.

Though he no longer accepts pastorates, he has been interim pastor in about 15 churches in Watauga and Holston associations.

During his ministry, Lowe has served many churches that did not have an indoor baptistry. "I've baptized in creeks, rivers, and ponds," he said.

One blustery March day in Cherokee, as sleet and snow blew against his cheeks, Lowe waded into a river with a tall Indian man. "We had to go out farther than usual to get the right depth of water," Lowe remembered.

"When we came out, he

asked me if I was cold and I told him I was. He said, 'OK. If you'd said you wasn't, I'd know you was lying me.'"

That cold river baptism was one of many during Lowe's time at Cherokee Church.

"It was one of the greatest experiences we had in all our ministry," he said. "Those people needed someone to love them and accept them." ■ — Ledford is chief of the Elizabethton bureau of the Johnson City Press. Used with permission.

Cleveland children's shelter begins working with TBCH

For Baptist and Reflector

CLEVELAND — For more than 20 years the The Child Shelter here has helped thousands of children in Bradley County.

On July 1 the facility and its services began an operational and administrative agreement with Tennessee Baptist Children's Homes in order to continue the shelter's original purpose.

The agreement calls for the board of directors of The Child Shelter, Inc., to lease the facility to TBCH and assume the position of advisory board so that the shelter can continue, staff, and extend its present services to the children of Cleveland and Bradley County.

Charlotte Leach, executive director

of the shelter pointed out the continuity such a move brings to the home. "There is no change in the property and liquid assets of The Child Shelter, Inc.; these will continue to be held by our board," she said.

Since its inception, the Cleveland home has provided temporary shelter for children of out-of-home placements due to abandonment, abuse, and neglect. According to Leach, state support of the shelter had resulted in increased restrictions that kept the board from fulfilling the original purpose of the home. The agreement between the shelter and TBCH will provide a way to correct the problem.

TBCH is a licensed and accredited non-profit agency providing homes for

children in crisis since 1891.

First located on the south end of Hardwick Farms, The Child Shelter has served area children for 27 years. The original shelter was literally built by Cleveland and Bradley County citizens who supplied all the building materials for the shelter following a successful fund-raising drive by Cleveland Jaycees.

In its first year, 88 neglected, abandoned, abused, and dependent children were cared for by the facility, Leach said. With each passing year, an average of 230 children a year were cared for, she added.

In 1989 the shelter moved to a new facility donated by Jo Stuart, in memory of her husband, D. S. Stuart.

Under the agreement, the facility will continue to be operated by Leach and the present staff.

"We are indeed fortunate to be able to join with the shelter advisory board and the citizens of Bradley County in continuing this good ministry," said Gerald L. Stow, TBCH president.

"Our goal is to retain that which has been accomplished in the past and to expand these ministries to include foster care and family preservation programs. It is a pleasure to join with Charlotte Leach and other staff members in this ministry to hurting children," he said.

TBCH will host an open house at The Child Shelter for the public at 2 p.m. on Sunday, July 19. ■ — Kim Burke of TBCH

First person account

Sevierville layman finds he lives in a missions field

By Bob Wooten
For Baptist and Reflector

SEVIERVILLE — Living in the south, we are all familiar with heat. The hot, humid, muggy days of summer can be ferocious.

Many people have died because of the heat. Everyone of us has been outside working, or

maybe just sitting in the shade, and felt the heat and humidity envelop us like a moist, suffocating blanket.

I can remember those occasions and thinking, sometimes, I'll be glad to see cold weather again. Then from out of nowhere a cool refreshing breeze would come.

Many people in our local com-

munities are sweltering in the heat of poverty, need, and sickness. Many of them live in such conditions that you would think they were in some Third World country, not in the land of plenty. More importantly, many of these same people are separate from God, strangers to the covenants of promise.

They're suffocating in the heat of hopelessness, sin, and spiritual death. But, there is a wind blowing, a cool, refreshing, gentle wind.

I've had the privilege to take part on two occasions in the local missions projects of First Church, Sevierville. These projects have been under the leadership of Dave Tinker, a deacon and single adult Sunday School director.

The purpose of these projects is to demonstrate, through practical means, the love of Christ. They range from something as simple as cleaning up someone's home to major structural repair, all provided free of cost.

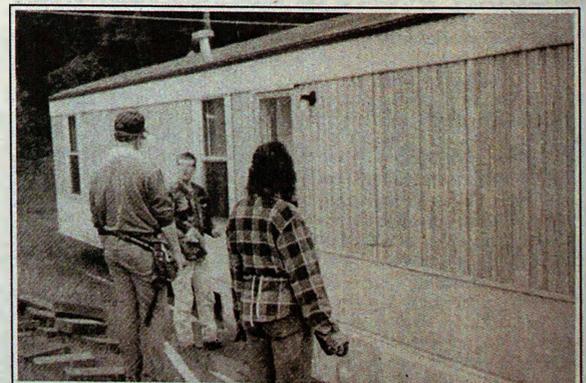
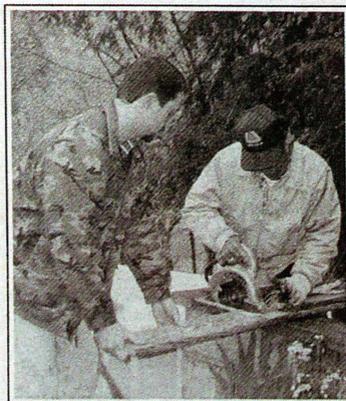
In these projects where peo-

ple were helped the sweet refreshing breeze of God's love was poured out through us on these dear people. We were the instruments, but the wind is from God.

We don't have to go to foreign lands to find needs. They're all around us. We live

in a mission field. Maybe your church could get involved in this type of mission work and help bring some relief from the heat. ■ — Wooten is a member of the single adult class at First Church, Sevierville, which has helped in several mission projects.

VOLUNTEERS from First Church, Sevierville, cut lumber to make needed repairs on an area home.



WORKERS FROM First Church, Sevierville, make needed repairs on a mobile home.

Ministers have hurts, needs like everyone else

By Lonnie Wilkey
Interim Editor

Sometimes Baptist laity have a tendency to put their ministers on a pedestal. At times that is ok; at other times it is unfair to the minister.

When someone gets sick or dies, we call the pastor. We expect him to drop everything and be there pronto. When we have a personal crisis, we expect him to be there for a shoulder to cry on.

Yet, we often forget pastors and ministers are human just like us. They have the same problems and needs as everyone else.

In this issue of the *Baptist and Reflector* we are introducing a series of articles which hopefully will serve as a reminder that ministers and their families also have crisis situations. They hurt just like laity. Yet at the same time they are expected to fulfill their role as ministers.

The series will look at ministers and their families who continue serving God through difficult times in their own lives.

We have also printed in this issue findings from the Church Staff Compensation Study.

Tennessee Baptist churches fared well in the report when compared to the other 12 state conventions that participated in the study. We are ahead of some states in compensating our ministers.

Some salaries, however, are undeniably low when compared to comparable jobs in the secular workplace.

Churches should not scrimp when it comes to compensating their staff. Yes, ministers and staff work in a church setting because they feel a special call from God. Yet, ministers and church staff do not get special discounts because of who they are. Their grocery bills and house notes are the same as anyone else's.

Churches are beginning now to plan

next year's budgets. I would encourage church laity to read the article on page 1 and examine thoroughly the findings from the Church Staff Compensation Study on pages 6-7.

There is no way we can adequately compensate our ministers and church staff for all they do as they follow God's call.

I don't think God expects churches to be extravagant when compensating his chosen ministers, but I do think he expects his people to be generous and fair with their ministers.

Examine what your church pays your ministers and church staff and pray about if it is adequate or if it needs to be improved. Look at all that pastor or staff person does and ask yourself these questions:

"Would I work for that amount?" and "Could I support my family comfortably with that salary?" ■



just for today

by Fred Wood,
pastor emeritus,
Eudora Church,
Memphis



Start with a smile

Reporter interviewing successful man: "What is the secret of your success?" Man: "Right decisions." Reporter: "How do you know which decisions are 'right decisions?'" Man: "Experience." Reporter: "How did you gain such valuable experience?" Man: "Wrong decisions."

Take this thought

Decision is a sharp knife that cuts clean and straight. Indecision is a dull one that hacks and tears and leaves ragged edges behind it. We make our decisions and then our decisions make us.

Memorize this Scripture

"Choose the things that please me." — Isaiah 56:4

Pray this prayer

"Lord help me to weigh carefully every decision I make, knowing that our choices are brief, yet endless." ■ — Fred Wood may be contacted by e-mail at docred1@juno.com.

Consider this: what is your pastor worth?

making Christ known

by Gary Rickman,
Executive Board
Ministries, TBC



Each church congregation has a list of expectations concerning the work of their pastor. However, most congregations will probably agree that the pastor must fulfill the role of preacher, teacher, counselor, and administrator.

Let's take a moment to consider the worth of these four roles.

Preaching — As a preacher your pastor is expected to challenge, motivate, and inspire the people to respond to God's call upon their lives. An average professional motivational

speaker receives \$1,500 to \$2,000 per speech and most of them use the same speech over and over. Your pastor, in most cases, is expected to preach new sermons at least twice a week. At the \$1,500 rate the preaching ministry would be worth \$150,000.

Teaching — Workshop leaders that teach about a subject in the secular world receive \$80 to \$100 an hour. Most pastors teach at least one hour a week in some setting. This would add another \$5,000 for the worth of the teaching ministry.

Counseling — Most Christian counselors receive at least \$50 per hour. If your pastor counsels an average of five hours a week, the counseling ministry is worth \$12,500.

Administration — The average pay for an administrator is \$25 per hour. Let's say the

pastor spends at least 15 hours a week in administrative responsibilities. The leadership provided by the pastor is worth an additional \$18,750.

When you add these four roles the total comes to \$186,250 and we still have not talked about the worth of things like conducting weddings and funerals and visiting in the hospital, nursing home, and individual homes of members.

Of course, no pastor or other church staff person would be comfortable measuring their worth by secular standards. They all do what they do out of a sense of calling from God to serve him by serving his church.

In this week's *Baptist and Reflector* you will find the 1998 church compensation report. As you look at this report remember that it in no way measures the worth of your staff.

This report is just a tool to assist your church in compensation planning. This information is only a part of what a church needs to determine financial support for their church staff.

There are many factors involved in compensation planning. Some of these are individual needs, church resources, the standard of living of the community and of the church membership, inflation, and individual performance.

Remember that your support of your pastor and church staff is more than just pay.

Remember to pray for them every day.

Encourage each of them.

Love your staff and their families. ■ — Rickman is ministry coordinator for the Tennessee Baptist Convention Executive Board.

Opportunity to be with family is perfect Father's Day gift

Guest Column

By Robert Agee

After spending two years in the Army during the Korean War I was ready to be discharged from Camp Stewart, Ga., in 1955. It was then I discovered a little kidney problem.

After I came home I accepted the call to the ministry and have had a good productive ministry serving as pastor of Baptist churches and working with people.

Some 20 years later I went to my doctor in Lebanon and he sent me to a renal clinic in Nashville. They discovered that

I had only 65 percent kidney function. The diagnosis was to protect my kidneys from wearing out by a special diet. I have been going to the same clinic ever since.

In December 1995 I was told my kidneys were down to 12-15 percent function and it was time to begin peritoneal dialysis.

We began to talk about a kidney transplant. It would take from 18 months to four years to get a kidney. I am 65 years old and did not have that kind of waiting time. Our three children lined up and headed to St. Thomas Hospital in Nashville to be tested for a match.

Our son, David, 42, is an English teacher at Mt. Juliet High School; our daughter, Denise, 39, is a librarian at Walter J. Baird Jr. High School; and our daughter, Miriam, 35, is a registered nurse in Desota, Texas.

Denise was chosen to be the

best match. The girls say it was because David didn't get his paper work in on time, like when they were growing up.

I am grateful to Denise for being the provider, but just as grateful to David and Miriam who were willing to help their dad have a better life.

The transplant took place on June 9 at St. Thomas Hospital. Fifty-eight minutes from the time the kidney was clamped off and the fluids washed out, it was working. I had carried a poison level in my blood of 13-16 for the last five years. The morning after the transplant the poison level was down to six and the second morning was less than three. It has since returned to a normal reading of one-and-a-half.

Scores of friends have prayed for me. Marie, my wife, has stood by me and kept me on my diet. My family has been superb

and even given of their body that I might have better health. My doctors, nurses, and other medical staff have been real professionals. Calvary Church, where I have served as pastor for the last eight months of my retirement, has been most supportive, loving, and kind.

Hopefully and prayerfully I will have several more years to enjoy my retirement. I want to go on preaching at a little Baptist church as I am now and enjoy my wife's love and companionship. I want to admire my own children in their chosen professions, and watch my grandsons play ball and mature and my granddaughters become cheerleaders and excel in their classes.

What a Father's Day gift for June 21, 1998. ■ — Agee is retired DOM in Wilson County Association. He spent 40 years as a pastor, chaplain, and DOM.

Partnership Prayer Requests

July

- 15 — Pray for the Canadian Task Force as it strives to reach Canada for Christ and supervises missionary personnel.
- 16 — Pray for Westhaven Church, Memphis, a part of Mississippi River Ministry, which needs computers and instructors for classes.
- 17 — Pray for the Charles Parker family of Jacksboro who are participating this week in a family mission trip to Rio de Janeiro.
- 18 — Pray for the Centrifuge camp to be held in Michigan Aug. 3-8.
- 19 — Pray for Mary Ann Pangle and Janell Puryear, both of Nashville, who are teaching English in Rio de Janeiro, Brazil. They are training interpreters who will work with Tennessee volunteers.
- 20 — Pray for the Baptist State Convention of Michigan's state adult choir retreat to be held Aug. 28-29.
- 21 — Pray for a music ministry within the congregation of Residencial Cartago in Costa Rica.

Church staff and their salaries, benefits

1998 Compensation Study Summary on Tennessee Church Staff

	average compensation	average pay package	average expenses	average financial support package	# on file
pastors (full-time)	\$37,841	\$45,845	\$4,642	\$50,487	332
pastors (bivocational)	11,921	13,069	1,189	14,258	108
staff ministers (full-time)	37,023	43,610	2,303	45,914	187
staff ministers (bivocational)	8,354	8,772	480	9,251	153
music (only) ministers	42,043	49,061	2,303	51,364	28
education (only) ministers	39,440	48,340	2,622	50,962	15
youth (only) ministers	36,042	42,990	1,962	44,951	20
associate pastor (only)	37,004	43,170	3,089	46,259	15
activities (only) minister	40,259	45,007	2,500	47,507	2
administration (only) minister	39,685	45,824	1,624	47,448	9
music/youth minister	31,402	38,051	1,798	39,850	16
music/education minister	26,563	32,918	2,232	35,151	6
education/youth minister	32,146	37,072	3,121	40,194	7
education/associate pastor	43,457	50,919	3,204	54,123	3
music/(other duties*) minister	36,669	43,245	2,234	45,479	67
youth/(other duties*) minister	33,731	39,763	2,087	41,851	61
education/(other duties*) minister	37,558	45,002	2,471	47,473	45
admin./(other duties*) minister	43,194	50,560	1,977	52,538	20
activities/(other duties*) minister	36,248	41,307	2,139	43,446	6
asso. pastor/(other duties*) minister	37,239	43,727	2,863	46,589	32
full-time secretaries	15,819	18,363	116	18,479	53
part-time secretaries	7,044	7,626	13	7,639	61
full-time custodians	19,368	23,747	313	24,060	16
part-time custodians	5,340	5,702	0	5,702	54

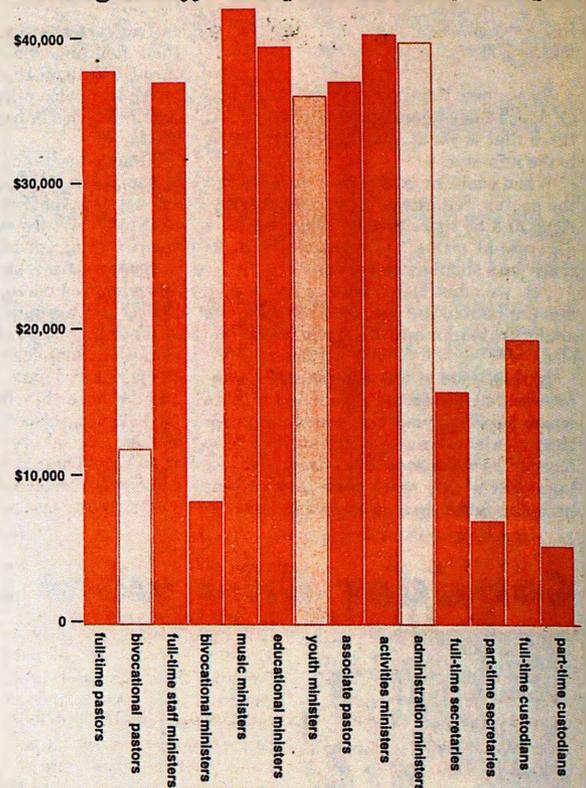
*any combination of additional duties

Note: Compensation = salary plus housing for ministers and just salary for non-ministers

Pay Package = compensation and protection coverages (Social Security, retirement, and insurance)

Expenses = expenses in addition to pay package

Average Staff Compensation by Graph



Details on Full-time Staff in State

members	average	high	low	compensation	pay package	expenses	# on file
				average	high	low	
education ministers							
76-100	23,075	23,075	23,075	27,475	27,475	27,475	1,300
126-150	27,947	27,947	27,947	37,976	37,976	37,976	4,500
151-200	28,367	29,233	27,500	30,759	34,018	27,500	2,500
201-250	29,125	35,400	22,302	34,372	39,134	25,796	2,291
251-300	33,629	34,111	33,146	39,841	42,961	36,720	1,900
301-400	41,043	62,095	29,124	47,880	70,773	36,661	2,583
401-600	36,430	46,860	24,000	44,563	59,000	25,836	2,730
601-1,000	43,962	70,249	18,648	52,383	81,749	23,655	2,258
1,000 & up	43,128	48,731	37,154	53,863	59,118	45,980	2,500
music ministers							
76-100	20,805	23,075	18,534	23,005	27,475	18,534	1,300
126-150	26,049	31,200	19,000	32,244	39,156	19,600	2,617
151-200	30,678	34,905	26,100	33,752	42,302	28,592	1,439
201-250	30,163	37,065	22,302	37,175	49,427	25,796	1,803
251-300	30,895	39,524	14,350	35,561	49,376	17,455	3,022
301-400	37,914	59,282	22,824	44,929	73,222	25,250	2,048
401-600	38,610	42,492	31,500	44,360	51,478	31,887	1,914
601-1,000	45,816	59,600	18,648	54,507	72,098	23,655	2,872
1,000 & up	43,750	60,000	27,500	48,697	66,684	30,710	1,200
youth ministers							
76-100	18,534	18,534	18,534	18,534	18,534	18,534	1,300
101-125	19,700	19,700	19,700	21,867	21,867	21,867	240
126-150	27,567	31,200	25,500	33,152	39,156	30,000	800
151-200	29,730	34,905	26,100	34,129	38,475	27,500	1,767
201-250	31,477	35,400	26,300	37,764	49,427	32,250	1,086
251-300	30,960	35,024	24,915	35,082	44,026	27,347	1,832
301-400	33,378	48,310	24,200	38,978	59,290	28,800	2,274
401-600	34,675	41,878	27,271	40,641	51,478	28,560	2,471
601-1,000	41,164	54,773	30,557	50,516	64,733	35,985	2,789
1,000 & up	46,111	48,722	43,500	53,554	58,558	48,550	1,000
secretary							
1-75	8,728	8,728	8,728	13,374	13,374	13,374	0
76-100	12,323	15,141	9,505	13,287	16,341	10,232	0
126-150	14,490	18,720	7,391	16,064	20,152	7,947	125
151-200	14,332	21,000	9,100	15,967	22,607	9,796	86
201-250	16,250	20,242	13,112	18,504	23,633	14,115	0
251-300	15,522	19,282	13,500	16,894	20,757	15,560	0
301-400	15,422	17,400	12,576	18,120	20,064	15,896	170
401-600	18,019	25,168	8,800	21,491	29,610	9,735	360
601-1,000	19,697	21,000	17,500	25,521	29,561	21,990	0
custodian							
76-100	12,648	12,648	12,648	14,816	14,816	14,816	0
151-200	15,730	17,680	13,780	16,933	19,032	14,834	0
201-250	24,513	24,513	24,513	30,418	30,418	30,418	0
251-300	18,041	18,921	17,160	20,944	21,519	20,368	0
301-400	15,850	15,850	15,850	17,063	17,063	17,063	0
401-600	19,177	30,000	15,000	24,120	41,330	17,510	714
601-1,000	27,550	29,100	26,000	36,533	39,526	33,539	0

Details on Part-time Staff in State

members	average	high	low	compensation	pay package	expenses	# on file
				average	high	low	
education ministers							
1-75	2,080	2,080	2,080	2,080	2,080	2,080	0
126-150	18,720	18,720	18,720	18,720	18,720	18,720	0
151-200	11,225	12,050	10,400	11,225	12,050	10,400	1,000
201-250	9,240	9,240	9,240	9,240	9,240	9,240	600
401-600	15,000	15,000	15,000	15,000	15,000	15,000	1,000
music ministers							
1-75	4,683	8,211	850	4,842	8,211	914	92
76-100	5,680	8,400	3,600	6,213	8,925	3,600	143
101-125	5,992	8,249	3,245	6,363	8,994	3,493	314
126-150	9,200	17,050	5,200	9,882	20,605	5,522	435
151-200	9,398	19,500	5,359	9,822	19,500	5,359	1,121
201-250	8,889	12,423	6,300	9,281	12,423	6,300	100
251-300	11,740	17,299	9,373	11,944	17,299	9,373	288
301-400	10,525	12,075	9,100	10,833	12,999	9,100	867
401-600	12,262	16,053	8,115	12,562	17,254	8,115	50
youth ministers							
1-75	6,186	7,800	4,420	6,459	8,216	4,420	300
76-100	6,983	13,000	3,780	7,380	13,994	3,780	825
101-125	5,841	10,400	1,200	6,027	10,400	1,200	381
126-150	8,609	13,000	3,900	9,538	14,723	4,198	578
151-200	9,173	19,500	2,900	9,417	19,500	3,122	686
201-250	7,911	12,000	5,134	8,132	12,000	5,290	653
251-300	8,320	8,320	8,320	8,956	8,956	8,956	0
301-400	11,898	17,845	7,800	12,195	19,034	7,800	429
401-600	11,356	11,356	11,356	12,224	12,224	12,224	0
secretary							
1-75	2,886	8,190	300	2,963	8,190	323	0
76-100	4,121	7,450	1,257	4,883	10,000	1,257	0
101-125	6,858	11,000	3,336	7,355	11,842	3,591	0
126-150	7,367	12,000	2,000	7,948	12,918	2,000	42
151-200	7,800	12,480	2,150	8,558	14,457	2,314	0
201-250	7,955	12,480	5,408	8,433	13,435	5,822	50
251-300	2,953	2,953	2,953	3,178	3,178	3,178	0
301-400	9,787	9,787	9,787	10,536	10,536	10,536	0
401-600	11,129	14,170	8,848	11,980	15,254	9,525	0
601-1,000	12,000	12,000	12,000	12,918	12,918	12,918	0
custodian							
1-75	3,073	8,286	1,040	3,243	8,920	1,040	0
76-100	3,427	5,136	2,000	3,559	5,188	2,153	0
101-125	4,822	9,167	2,010	5,162	9,868	2,164	0
126-150	6,332	7,800	3,279	6,774	8,397	3,279	0
151-200	6,632	9,880	3,750	7,139	10,636	4,036	0
201-250	7,526	9,949	5,612	8,102	10,710	6,041	0
251-300	7,620	11,295	4,884	8,203	12,159	5,258	0
301-400	6,123	7,146	4,764	6,591	7,693	5,128	0
401-600	8,049	10,790	4,181	8,585	11,615	4,181	0

Church staff and their salaries, benefits

Compensation Findings on Full-time Pastors in Tennessee

	compensation			pay package			expenses			# on file	benefits/expenses	percent	average amount	# on file
	average	high	low	average	high	low	average	high	low					
1-75 members	24,076	33,467	10,104	28,100	44,400	18,800	2,575	8,400	0	33	retirement	79.50%	3,664	264
76-100	29,210	66,000	13,000	34,434	78,000	18,394	3,546	8,000	0	45	Social Security equivalent	30.40%	3,423	101
101-125	30,025	53,000	12,212	37,187	66,500	21,064	4,246	9,568	0	44	insurance		4,998	
126-150	33,669	63,000	11,700	41,068	71,603	11,700	4,131	9,900	500	41	life and accident	59.30%		197
151-200	35,057	62,658	19,500	42,620	66,564	23,538	4,590	10,200	0	46	medical	75.60%		251
201-250	40,193	64,900	26,999	47,954	66,100	35,000	4,410	8,900	0	26	disability	44.60%		148
251-300	40,039	64,319	26,800	50,441	71,799	31,800	5,227	9,000	500	18	expenses			
301-400	46,238	81,825	21,000	55,272	90,810	22,450	5,382	11,000	0	28	car	81.00%	3,572	269
401-600	56,256	83,300	30,131	68,493	112,227	43,264	6,703	12,575	1,100	27	convention	77.70%	1,220	258
601-1,000	61,871	97,404	46,894	75,911	114,076	61,144	7,556	13,650	3,975	20	conferences, continuing education	27.40%	1,060	91
1,000 & up	95,352	104,000	83,000	114,460	131,872	92,408	10,850	20,350	0	3	hospitality	14.80%	641	49
up to \$50K budget	22,454	28,200	16,050	25,623	30,600	18,800	2,197	6,200	0	14	books, tapes, etc.	41.30%	542	137
\$50K-\$75K	23,262	34,065	10,104	27,320	41,860	11,700	3,018	9,568	0	31	car expense paid through accountable reimbursement	55.10%		183
\$75K-\$100K	26,417	38,400	17,800	32,440	44,400	24,000	3,726	9,200	0	39				
\$100K-\$150K	31,801	56,000	19,500	38,206	67,000	23,538	4,205	9,500	0	61				
\$150K-\$200K	34,305	66,000	21,000	42,683	78,000	22,450	4,759	9,900	500	49				
\$200K-\$300K	40,254	64,900	20,660	48,781	71,400	31,760	4,469	10,200	0	39				
\$300K-\$400K	41,690	53,640	29,727	52,201	71,603	35,903	5,132	10,605	500	27				
\$400K-\$600K	49,177	61,553	38,610	57,897	75,759	43,264	5,788	12,575	1,100	22				
\$600K-\$800K	59,614	81,825	42,521	70,707	89,860	56,800	5,853	10,000	1,600	19				
\$800K & up	67,028	104,000	46,894	82,077	131,872	60,772	7,976	20,350	0	28				
up to 25 yrs. old	25,840	25,840	25,840	32,140	32,140	32,140	5,100	5,100	5,100	1				
26-35	32,718	61,561	13,000	39,047	75,201	18,394	3,954	10,605	0	41				
36-45	39,364	104,000	16,050	47,082	119,100	21,630	4,646	20,350	0	111				
46-55	39,617	99,057	17,800	47,655	131,872	19,660	4,905	13,650	0	108				
56-65	37,972	83,000	11,700	48,172	92,408	11,700	4,858	12,349	0	58				
66 & up	23,336	45,699	10,104	28,068	58,143	18,500	3,595	7,000	200	8				

avg.	1 week	2 weeks	3 weeks	4 weeks	5+ weeks	
vacation	2.5	8	186	87	44	3
revivals	2.3	23	228	39	25	5

average number of years at current church — 6.4

number of staff ordained — 328

number filing taxes as employee — 290

number filing taxes as self-employed — 42

number with a church-owned home — 131

	church	minister	combination
structures financial support plan	33.10%	11.70%	54.50%
	110	39	181

Compensation Findings on Bivocational Pastors in Tennessee

	compensation			pay package			expenses			# on file	benefits/expenses	percent	average amount	# on file
	average	high	low	average	high	low	average	high	low					
1-25 members	6,402	14,400	390	7,265	17,664	1,800	572	2,800	0	14	retirement	36.10%	1,690	39
26-50	10,446	26,300	150	10,910	26,300	200	907	10,597	0	35	Social Security equivalent	5.60%	1,343	6
51-75	14,341	26,750	5,200	15,283	27,738	5,200	814	6,180	0	37	insurance		2,942	
76-100	13,789	21,240	8,939	16,702	27,400	8,939	1,786	7,250	0	18	life and accident	4.60%		5
101 & up	13,350	15,600	8,000	15,445	22,040	8,000	6,605	18,000	0	4	medical	13.00%		14
up to \$20K budget	5,814	10,400	1,800	5,849	10,669	1,800	292	2,800	0	19	disability	3.70%		4
\$20K-\$30K	10,030	18,700	150	10,572	18,700	200	494	3,271	0	22	expenses			
\$30K-\$40K	12,870	20,000	5,200	13,559	21,200	5,200	907	3,600	0	19	car	30.60%	2,217	33
\$40K-\$50K	13,373	22,800	5,200	14,963	27,738	5,200	1,121	4,800	0	15	convention	28.70%	614	31
\$50K-\$75K	15,209	26,300	7,800	17,211	26,428	7,800	2,068	10,597	0	22	conferences, continuing education	8.30%	983	9
\$75K-\$100K	17,041	26,750	8,000	19,675	27,400	8,000	3,416	18,000	0	8	hospitality	5.60%	708	6
\$100K & up	15,200	15,600	14,800	18,820	22,040	15,600	2,560	5,120	0	2	books, tapes, etc.	13.00%	612	14
up to 25 yrs. old	15,000	15,000	15,000	16,140	16,140	16,140	3,300	3,300	3,300	1	car expense paid through accountable reimbursement	12.00%		13
26-35	11,682	26,750	5,200	12,077	26,750	5,200	390	2,100	0	11				
36-45	10,563	18,200	150	11,143	24,000	200	1,353	18,000	0	32				
46-55	13,638	26,300	2,100	14,711	26,300	2,100	581	5,700	0	29				
56-65	12,365	22,200	1,820	14,630	27,738	2,729	1,460	5,120	0	22				
66 & up	10,061	14,175	4,420	10,412	14,175	4,420	2,860	10,597	0	9				

avg.	1 week	2 weeks	3 weeks	4 weeks	5+ weeks	
vacation	2	11	63	4	3	0
revivals	1.9	22	58	4	4	1

average number of years at current church — 5.6

number of staff ordained — 107

number filing taxes as employee — 65

number filing taxes as self-employed — 43

number with a church-owned home — 13

	church	minister	combination
structures financial support plan	56.50%	5.60%	35.20%
	61	6	38

leaders

■ **F. Murray Mathis**, who retired recently after 19 years as pastor of Third Church, Murfreesboro, has announced he will seek the Republican nomination for the 48th State House of Representatives seat. Mathis, a native of Fayetteville, has spent 38 years in the ministry and is a former president of the Tennessee Baptist Convention. He said his goals as a representative would be to help "provide a climate in Tennessee and America where the traditional values of hard work, honesty, ingenuity, and thrift are rewarded."



MATHIS

■ **Ircel Harrison**, who recently announced his retirement after 20 years with the Tennessee Baptist Convention Executive Board staff, will become the first full-time coordinator of the Tennessee Cooperative Baptist Fellowship in September. In his new role he

will be responsible for working with the state council and committees to communicate the vision of TCBF and promote its work and that of the national organization. Harrison, a native of Alabama, and his wife, Rita, are active members of First Church, Murfreesboro.

■ **L. D. Kennedy**, pastor emeritus of Macedonia Church, Ripley, has published *Treasure in Earthly Vessels*, the author's colorful life and ministry depicted by factual, humorous, and inspirational anecdotes. The 73-year-old Kennedy has been a sharecropper, chemical operator at Oak Ridge, minister for 52 years, college professor, and freelance writer.



KENNEDY

■ **Ernest D. Standerfer**, interim pastor at Valley View Church, Nashville, for the

past six months, became the congregation's full-time pastor July 1. Standerfer served for 25 years with the former SBC Stewardship Commission.

■ **Jim Mullins** recently became pastor of Mill Creek Church in Fall Branch. Before accepting the pastorate he has served in various church positions including supply pastor, teacher, deacon, and trustee.

■ **Lynn Garden Church**, Kingsport, has called **Jason Whitson** as minister of music and youth.

■ **First Church**, Maryville, called **John Sharp** as pastor, effective July 1. He comes to the position from Laurens (S.C.) Church.

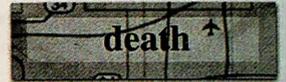
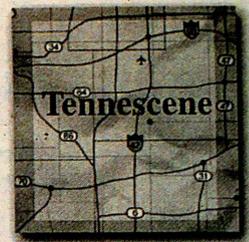
■ **New Hope Church**, Paris, recently called **Dwayne Maxey** to his first pastorate on June 28. A native of Dresden, Maxey has completed three years of study at Union University, Jackson. He and his wife, Allison, have three children.



MAXEY

■ **Toone Church**, Toone, has called **Paul Wallace** as minister of music.

■ **Scott Pearl** is the new associate pastor/youth minister at Dixie Hills Church, Bolivar.



■ **James Stokes**, 77, who taught at Harrison-Chilhowee Baptist Academy from 1962-86 died June 24. He also was a former pastor of East Park and Winchester churches in Memphis. He is survived by his wife, Annie, and two sons.

Wilson's Church Interiors, since 1982!
Pews - New + Refinishing + Upholstering
 Steeple, Baptisries, Furniture, Carpet, Chairs
CALL 1-800-844-1911
www.pews.net
 e-mail: wilway@peop.tdsnet.com

Call **KELLER'S COUNTRY DORM RESORT** in Eureka Springs, Ark., for the best (\$15.25) seats at THE GREAT PASSION PLAY, plus economical group lodging, recreation, supper, and breakfast, all for JUST \$34.95 EACH. (501) 253-8418.

BOWLING UNITED INDUSTRIES
 Manufacturers Lights Baptisries Signs
 TOLL FREE 1-800-446-7400
FAX: 804-822-2210 Steeples
 P.O. Box 2250 • Danville, VA 24541

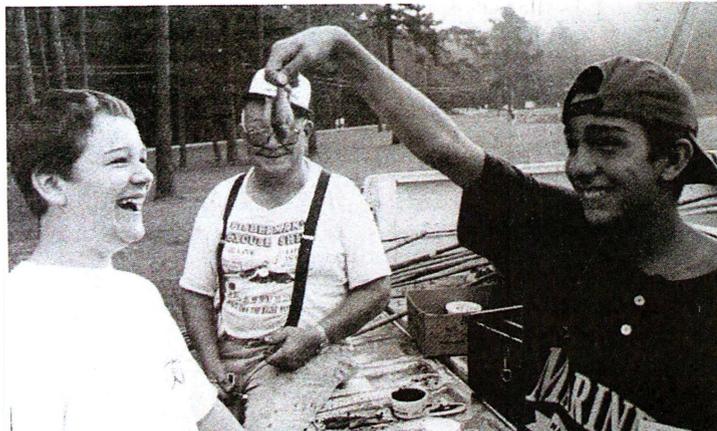
Call for Free BROCHURE
BAPTISRIES
 HEATERS, PUMPS
FACTORY DIRECT
 TOLL FREE NATIONWIDE
 1-800-251-0679
 FIBERGLASS BAPTISTRY CO
 3511 HIXSON PIKE • CHATTANOOGA, TN 37415

Preschool/Children
 First Baptist Church seeks a director of preschool and children ministries. Send resume to P.O. Box 59474, Birmingham, AL 35209.

Wilson's Church Interiors

 Available in 20' to 37' models (12 to 43 Passenger, New and Used)

Church Buses
 ● We rent new buses!
 ● We buy used buses!
 ● Guaranteed buy back!
 Call Henry Headden Carpenter Bus Sales Brentwood, Tenn.
 1 (800) 370-6180
 1 (615) 376-2287
 www.carpenterbus.com



Remember summer camp?

You were a kid once too.

Give a child the summer experience-- an experience that may save his life.

Each summer more than 300 Tennessee Baptist Children's Homes children and staff look forward to attending the TBCH Camp of Champions at Alabama's Shocco Springs Assembly. Here, children fish, swim, participate in team sports, adventure recreation, activities, Bible study, nightly worship services, and hear the good news of God's

love for them. Each year, several of our children accept Christ as their Savior at this camp. Tennessee Baptist Children's Homes ministers to children in crisis at our 13 locations across the state--children without a home due to family financial problems, divorce of parents, the death of a parent, neglect, abandonment, or abuse.



You can make this life-changing experience possible for a child in crisis by providing the funds needed to send a child to Camp of Champions. This four day/night camp costs \$125 per child including food and transportation. To sponsor a child for camp, please send your check made payable to: Tennessee Baptist Children's Homes Camp, P. O. Box 2206, Brentwood, TN 37024. For questions, call 615-376-3140 or 1-800-624-8591.



After July 25, visit our web site at www.tbch4kids.org to learn more about our other ministries!

Tennessee Baptist Children's Homes
 ... serving children in crisis since 1891

churches

■ **Ardmore Church, Memphis**, has a group of adults and youth participating in a mission trip to Macomb, Ill. They are leading VBS and Backyard Bible Clubs in the area.

■ **Bourdeaux Church, Nashville**, will hold revival July 26-29 with guest speaker Dan Guider of Atlanta.

■ **Cedar Fork Church, Philadelphia**, will hold homecoming July 26. James Mason will preach during morning worship. Special music will be provided in the afternoon with Step of Faith and other singers.

■ **Hickory Hills Church, Mt. Juliet**, will kick off Vacation Bible School with a Children's Festival Saturday, July 18, from 10 a.m. until noon. For more information, call (615) 754-2575.

■ A youth group from **Tulip Grove Church, Old Hickory**, will return July 19 after serving on a missions trip in Philadelphia, Pa.

■ The congregation of **Eldad Church, Trenton**, voted June 28 to build a fellowship hall.

■ **Chapel Hill Church, Milan**, will dedicate their enlarged sanctuary on July 19 in the morning service with a lunch and afternoon singing to follow.

■ **Bethel Church, Greenfield**, will hold homecoming Aug. 16 with a special music program planned by music director Jeff Perkins and the choir.

■ **New Salem Church,**

Dukedom, held VBS July 7-9 with the help of a mission team from Iowa. The congregation will have revival services July 19-22 with Donald Doster as evangelist.

■ **Fairview Church, Watauga**, has sent mission teams this summer to Myrtle Beach, S.C., and Mexico.

■ In conjunction with the 195th anniversary celebration at **First Church, Morristown**, Mark Howell, a professor at Southern Baptist Theological Seminary, Louisville, Ky., will preach July 19, and Ian Walker, former pastor from 1982-92, will preach July 26. The church also is sending 35 students and adults to the Denver, Colo., area for this year's student missions trip. The team will conduct sports camps, door-to-door surveys, community projects, and seek opportunities to be a witness for Christ as they assist Castle Valley Community Church.

■ Members of **First Church, Estill Springs**, are in BelAire, Mich., this week, conducting Vacation Bible School.

■ Volunteers from **First Church, Manchester**, will travel Aug. 3-10 to Two Lakes, Mich., to do construction.

■ **First Church, Winchester**, will send volunteers to East Hollis, Mich., Aug. 3-14 to do VBS, and nursing home, music, and beach ministry, and possibly construction work as well.

■ **Upper Helton Church, Alexandria**, will have revival July 19-25 with guest evangelist Larry Thomas.

■ **Sycamore Church, Readyville**, will conclude revival services which began July 13 on July 19. Guest



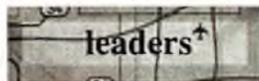
PROSPECT CHURCH, Fayetteville, recently celebrated its 150th anniversary. Former pastor Billy Cooper preached during the morning worship service. Several former pastors and staff members were present for the celebration. Among them, from left, were, seated, Billy and Rita Cooper, J. T. Young, Edward and Lynn Johnson, Edward and Idella Lee, JoAnn and Curtis Mitchell; standing, Joe Mayberry, former director of missions, William Carey Association, Jan, Sarah, and Lee Edmunds, Current Pastor Ronnie Gay, Cathy Gay, and Marie and Wheeler Kidd.

evangelist is Tom Madden.

■ **Snow Hill Church, Dowelltown**, held revival services July 8-12 with Dan Mallette as guest evangelist.

■ **Indian Creek Church, Smithville**, will observe homecoming on Aug. 2.

■ **Coopers Chapel Church, Liberty**, recently held revival with guest evangelist Terry Wilkerson.



■ **Hunter Memorial Church, Elizabethton**, has called **Dave Shorter** as pastor.

■ **Beech Springs Church, Gleason**, will honor **Pastor Bob Copeland** and his wife, **Shirley**, for their 30th anniversary in the ministry and 10th anniversary at Beech Springs with a formal recep-

tion July 19 from 2-4 p.m. in the church's fellowship hall.

■ **Bob Conley** has resigned as pastor of Oak Grove Church, Dresden.

■ **Laneview Church, Trenton**, called **Richard Gatewood** as pastor, effective July 5.

■ **Stephanie Culp** is the new children's director and director of activities, K-5th grade at North Knoxville Church, Knoxville.

■ **First Church, Norris**, has called **Andy Michaels** as youth director.

■ **Rick Miller** began serving July 5 as pastor of Royce Church, Oak Ridge.

■ **Kenny Boling** became pastor of Adriel Church, Bean Station, June 21. He came from the pastorate of Good Hope Church in Jefferson County Association.

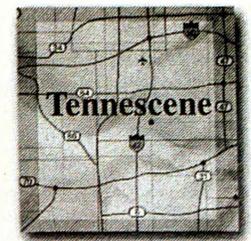
■ **J.C. Morgan** resigned June 28 as pastor of Avondale Church, Rutledge.

■ **David Haynes** began serving in June as pastor of Cranmore Cove Church, Dayton.

■ **Mike Breeden** began serving June 14 as pastor of Walden's Ridge Church, Dayton.



■ A 15-member volunteer mission team from **Loudon County Association** will travel Aug. 1-9 to Guapiles and Siquirres, Costa Rica, in conjunction with the Tennessee/Costa Rica partnership. They will conduct VBS, revivals, women's seminars, prayerwalks, and do some construction. They will be working out of the church facility of the Casa de Oracion in Guapiles which last year's team from



Williams leaves DOM position; joins Union staff

For Baptist and Reflector

JACKSON — Union University has named Gary Williams its executive director of the Union National Alumni Association. He will begin work Aug. 10.

Williams joins the Union staff after nine years with the Madison/Chester and Crockett County Associations. He joined the two associations as associate director of missions and director of education and promotion and was named executive director in 1994.

As executive director, Williams will establish and strengthen alumni chapters around Tennessee and across the nation, coordinating homecoming and other alumni events. He will also assist alumni in finding ways to support their alma mater.

A long-time friend and active alumnus of the university, Williams brings 25 years of involvement in the alumni association to his new post. He was elected president of the alumni association in 1997 and has been an alumni association board member since 1991.

He and his wife, Dale, have a daughter, Paige. His wife and daughter also are Union graduates. They are members of First Church, Jackson. ■



WILLIAMS

the association helped to construct.



■ **Kevin Stevens**, 12, of Springfield Church, Springfield, was recognized recently for seven years of perfect attendance in the children's choir program. He is the son of Ron and Sheila Stevens.



STEVENS

R. G. Lee Center announces fall schedule

For Baptist and Reflector

JACKSON — Union University's R. G. Lee Center and Seminary Extension program will offer a full schedule of courses this fall.

The R. G. Lee Center is a cooperative effort between Union and West Tennessee Baptist associations, providing church leaders and their congregations the opportunity to earn a diploma in Christian ministry or an associate of divinity degree.

The following classes will be offered. Information listed includes name of class, instructor, location, time, registration date.

Introduction to Christian Evangelism, Greg McFadden, Alpha Association Center,

Centerville, 7-9 p.m., Aug. 27

Homiletics, Phil Mitchell, Beech River Association Center, Lexington, 7-9 p.m., Aug. 25

Studies in the Pentateuch, Judd Lambert, Beulah Association Center, Union City, 7-9:30 p.m., Aug. 25

Introduction to Christian Education, Paul Moore, Big Hatchie Association Center, Covington, 7-9 p.m., Aug. 24

Approaches to Moral Decision Making, Charles Halliburton, BSU Center, Dyersburg State Community College, Dyersburg, 5-7 p.m., Aug. 16

Pauline Epistles, Charles Halliburton, BSU Center, Dyersburg State Community College, Dyersburg, 7-9 p.m., Aug. 16

The Life of Christ, James

Adams, Gibson Association Center, Trenton, 7-9 p.m., Aug. 24

Survey of Missions, Wrex Hauth, International Baptist Church, Memphis, 7-9 p.m., Aug. 27

A Seminary Extension class "Disciplines of Discipleship," taught by Richard Skidmore, will be offered at Weakley Association Center in Dresden, from 7-9:15 p.m. Registration is Sept. 1.

Union also will offer four courses this fall which will enable pastors to work toward a master of divinity degree from Southern Baptist Theological Seminary, Louisville, Ky.

For more information about either program, contact John Adams at Union University at (901) 661-5300. ■



LifeWay announces name changes

Baptist Press

NASHVILLE — In the aftermath of the June 9 name change to LifeWay Christian Resources (formerly Sunday School Board) of the Southern Baptist Convention, the entity's church growth group has announced several name changes.

The church growth group — which is responsible for producing dated and undated resources in Sunday School, discipleship, and music as well as leadership helps for pastors and staff members, media libraries, stewardship and Christian schools — will become LifeWay Church Resources Group.

Classified

SEEKS RESUMES: Holly Grove Church, Bells, with an average Sunday School attendance of 150, is receiving resumes for a full-time minister of music and youth. Send resumes to Mark Mangrum, 8488 Poplar Corner Road, Bells, TN 38006.

FOR SALE: (22) 12' oak pews for sale and 400 theater seats, all in good condition. Call (931) 668-9692 after 5 p.m.

YOUTH MINISTRY COORDINATOR: Needed part-time at Nashville church. Person must work well with youth and communicate well with parents; understand challenges facing youth. If interested, send resume to Bellevue Baptist Church, Attn. Personnel Committee, 101 Cross Timbers Drive, Nashville, TN 37221.

FOR SALE: Oak church furniture and Lord's Table and Pulpit. Pews have solid oak backs, ends, and legs with red-cushioned seats. Various sizes. Price reduced. To see furniture, contact Faith Baptist Church, Atoka, at (901) 837-2683.

Harold and Opal Anderson invite you to

"Bible Land Extension Tour and Cruise"

\$2,598 Roundtrip from Atlanta

November 3-14, 1998

Greek Isles and Turkey

Journeys of the Apostles Paul & John

Why not the best? — 30 years experience in world-wide Christian Travel

"Who you go with is most of the trip"

For more information, write or call:

Dr. Harold L. Anderson

3420 Richmond Road

Montgomery, AL 36111, (334) 281-5700

"We wanted to connect with the LifeWay name," said Vice President Gene Mims.

With the name change of the group, the names of three of the four group divisions will change, he said.

The Bible teaching-reaching division will become the Sunday School division and unveil a new organizational structure.

The three other divisions are Discipleship and Family, Church Leadership, and Operations. ■

Florida Baptists minister in fire areas

Baptist Press

JACKSONVILLE, Fla. — As firestorms raged throughout the state, Florida Baptist churches reached out in various ways to minister to people affected by the disaster, and Florida Baptist Convention of

officials were exploring ways to provide additional assistance.

As of July 6, the fires had devoured 200 homes, scorched 458,200 acres, and left a smoky trail of damage totaling \$276 million, according to the *Florida Times-Union* here.

FBC Executive Director John Sullivan and missions division director Cecil Seagle traveled to Halifax Association, based in Daytona Beach, July 6 to meet with Baptists in the fire area and assess needs.

Several Baptist churches in the area opened their facilities to be used for feeding and housing firefighters, while others served as shelters for evacuees. ■

430 Acteens commissioned

Baptist Press

LOUISVILLE, Ky. — The commissioning service for 430 Acteens volunteers during the

National Acteens Convention July 3 provided a moving picture of what missions is all about — sharing the light of Christ with a lost world.

The 430 volunteers will serve in 22 states and two countries this summer as part of the Acteens volunteer programs, Acteens Activators, Acteens Activators Abroad, and Acteens Interns. ■

Acteens collect \$22,000 to fund ministries in Bosnia

Baptist Press

LOUISVILLE, Ky. — What they do matters in the world, Acteens learned at the National Acteens Convention July 1-4.

Putting that principle into action, the teens gave more than \$22,000 to fund ministries for youth in Bosnia, a

country with which Woman's Missionary Union has formed a partnership. ■

Prayers credited for baptisms

Baptist Press

SARAJEVO, Bosnia and Herzegovina — Southern Baptist missionaries Bob and Jerry Worley are savoring the first fruit of 22 months of ministry in a war-torn suburb of Sarajevo. They had transferred there in 1996 to follow up on hunger ministries. They credit prayer for the accomplishment.

In June the Worleys held the first baptism and conducted the first Lord's Supper for the fledgling congregation in Dobrinja. The seven new believers reflected the power of the Gospel to overcome the most deep-seated ethnic divisions. ■

Vineyard Laborers Needed!

Come plant seeds of "love, joy, peace ... and self-control" and watch them grow in children's lives! Make a difference with your life. Come join our caring professional team — Florida Baptist Children's Home, Tallahassee needs a Christian couple without children. Excellent pay and benefits. Call Doug McWhirter at (850) 878-1458 for information. Pray for us.

Announcing a new D.Min. in Evangelism and Church Growth that fits your ministry schedule!



Dr. Thom Rainer, Dean
Billy Graham School

The Billy Graham School of Missions, Evangelism and Church Growth at The Southern Baptist Theological Seminary now offers a Doctor of Ministry in Evangelism and Church Growth that is...

Focused: Four foundational seminars relate specifically to evangelism and church growth.

Practical: Seminars and study focus on "real-life" church and leadership issues.

Convenient: Each seminar meets for one week. Only four-and-one-half weeks of on-campus time are expected over the three-year degree program.

Balanced: The disciplines of evangelism and church growth are each examined biblically, theologically, historically and methodologically throughout the program.

Ministry-oriented: An "Applied Ministry Experience" component gives students the opportunity to apply course material in a ministry setting.

Relevant: Faculty members, including Dean Thom Rainer, Timothy Beougher, and other church-growth leaders have served as leaders in growing churches and are knowledgeable about the practical elements of ministry.

Affordable: The cost is reasonable, and a convenient monthly payment plan is also available.

Join us in this new, challenging program. Applicants are now being accepted for the January 1999 class.



The Southern Baptist Theological Seminary
2825 Lexington Road · Louisville, Kentucky 40280
Call 1 800 626-5525, ext. 4058 for more information.

Children's Program Position

Urban Christian community organization, immediate full-time opening. Outreach to elementary students including spiritual, academic, and recreation. Position works in partnership with the Emerald Ave. United Methodist Church. Must be a team player and have compassion to serve in outreach ministry with children. College degree required. Supervision responsibilities. Great benefits. Resume to: Emerald Ave. Youth Foundation, 1620 Central St., Knoxville, TN 37917.

Come to

Pigeon Forge

for a

"Revival Rally"

July 24-26 (3 Great Services)

Fri. 7 p.m.; Sat. 7 p.m.; Sun. 10 a.m.

Featuring



Henry
Linginfeller

Preaching by Henry Linginfeller and music by Carolyn Reed and Dick Barrett.

Services will be held in the Heartlander Hotel located on the Parkway (Hwy. 441) in Pigeon Forge.



Carolyn
Reed



Dick
Barrett

No charge for the conference, but a love offering will be received.

Arizona Baptist Children's Services Seeks President/CEO

The board of trustees of Arizona Baptist Children's Services (ABCS) is seeking a President/CEO to succeed Dr. C. Truett Baker. Candidates must be an active member of a Southern Baptist church and have a master's degree in a related area of human services or ministry. Five years of experience in executive management is required; experience in managed care and work with public agencies is preferred. ABCS, with headquarters in Phoenix, Ariz., has about 160 employees and an annual operating budget of \$6,000,000. Interested candidates should request a Profile of the President/CEO by sending a letter in confidence to the following address or by e-mail to "jcchan@msn.com". Please do not call the ABCS offices.

Joe Chan, Chairman
Search Committee, ABCS
P.O. Box 64640
Tucson, AZ 85728-4640



Dr. Timothy Beougher, Associate
Dean, Billy Graham School

Confront in love

By Paul Medley

Focal Passage — Matthew 18:15-17; Galatians 5:13-15; 6:1-5

"If any one of you is without sin, let him be the first to throw the stone" (John 8:37, NIV). This is not the passage for today's Scripture lesson but it well could be. You remember the incident of the woman caught in adultery and brought before Jesus. The religious leaders sought to trick Jesus, the woman sought only her life, and the Savior sought to teach on love and forgiveness.

Jesus confronted the teachers of the law and the Pharisees in love. He did not point out their sin, although he could have. They were quick to point out the sins of the woman. He did not seek to compare their righteousness with that of the woman, although they wished he would have. Jesus sought to bring their sin to the forefront in gentleness and love. Confront in love is the theme of this week's lesson.

The underlying thought to today's lesson is that Christians are going to make mistakes. Young Christians, mature Christians, Sunday School teachers, deacons, pastors, even the average person in the pew, all of us will mess up. That is a forgone conclusion. How we react to that mistake will determine whether we win or lose a church member.

I grew up hearing the story of a north Louisiana man that had a business in his local town. The man was elected mayor of his town and then a deacon in the First Baptist Church. A fiery young preacher became the pastor of that church and immediately went on a campaign to rid the community of alcohol. The deacon Mayor sold alcohol in his store and had done so for two generations. The pastor went to the deacon and asked that he stop selling alcohol or resign his position in the church. The deacon, somewhat shocked, refused. The pastor then took the deacon before the floor of the church and asked that he be expelled from the membership. The church voted, the deacon was expelled.

Prior to leaving the service that day the expelled deacon asked to say one last thing to the congregation. He was allowed, and said, "You didn't have to expel me, all you had to do was quit purchasing the alcohol."

Was this a confrontation done in love? Did it follow the steps outlined by Jesus? And what about Paul's teachings in Galatians? When is it right to say enough is enough? The purpose of confrontation in love is to restore the fallen one. It is not to judge, not to impose sentence, not even to point out consequences, but to restore.

Churches might do well to invest in the ministry of restoration. This ministry of support follows the steps of restoration that are outlined in Galatians 6:1-5. In simplest interpretation, this would include approaching the fallen brother in love; gently explaining the what and how of restoration; then guarding ourselves against falling into temptation while being diligent to help our fallen friend.

In doing this two things should happen. We should be humbled into a realization of how wonderful others have been to us in restoring our spiritual walk. And, we would be treating the fallen as the Scripture admonishes, "love your neighbor as yourself."

There should never be a plan of confrontation unless there is a plan of restoration. — Medley is pastor, First Church, Jasper.

Be a good neighbor

By Richard Skidmore

Focal Passage — Proverbs 3:27-35; 14:21

It is more appropriate as we reach the mid-point of a quarter on *Wisdom for Living* that we also reach the transition Jesus made in his answer about the greatest of the commandments. As we move from lessons about life's meaning being found in rightly relating to our Creator, lessons about trusting in the basic goodness and wisdom of God when life seems confusing, about relying upon him for direction through life, we need to remind ourselves of our Lord's exhortation as we begin to study these materials on neighboring. He said, "Thou shalt love the Lord thy God with all thy heart, and with all thy soul, and with all thy mind. This is the first and great commandment. And the second is like unto it, Thou shalt love thy neighbor as thyself," (Matthew 22:37-39). Many have pointed out that what we refer

the Old Testament. Proverbs 3:3 encourages us to stay continually near mercy and truth. Mercy is a term that has the basic meaning of loyal love; sometimes translated steadfast love or lovingkindness. This term is used to describe the covenant of God with his people. Truth is also translated faithfulness or truthfulness. These are attributes of God in the Old Testament. As we read the history of God's people, it is of great interest to note how these terms were used to describe their actions. Genesis 47:29 and Joshua 2:14 both speak of how our spiritual forefathers dealt "kindly and truly" with others. They were described acting out the traits of mercy and truth that were attributes of their God. If we are to live by the second commandment, we must do the same. We must reflect the love of God that has been shed abroad in our hearts.

Is not this the plea of Philippians 2? The plea to us is that we would have the mind of Christ. We are encouraged to follow his example of self-emptying, of assuming the role of a servant, of obedient and sacrificial living.

"The Old Neighbor Boy" was a Saturday morning personality at the radio station when I went to work there shortly after Sheila and I were married. He had a 30-minute program for which he paid the station. Like countless others, he dreamed of becoming a star in country music.

I don't remember a single song he ever performed. I will long remember his regular sign-off remarks, "Be better to your neighbors and you'll have better neighbors." These many years later, it seems there is much better mnemonic for the believer, "Be a better lover of God and you'll be a better neighbor." — Skidmore is director of missions, Weakley Association, Dresden.

Family Bible Lesson

to as the Ten Commandments follow a similar pattern. First there are instructions on man's relationship to God, then on man's relationships to man.

How are we to live out the teachings of Proverbs 3? How are we to give aid appropriately, immediately? How are we to avoid the selfish actions of Ahab and Jezebel (I Kings 21) toward our neighbors? How are we to escape feelings of envy toward those who do not follow these principles of treatment for their fellowman and seem to prosper through their greed and injustice?

There is light for our path in Proverbs 14:22. We are promised "... mercy and truth shall be to them that devise good." Mercy and truth are often linked in

Living in God's will

By Jim Powers

Focal Passage — 1 Peter 4:1-11

A deceased preacher friend of mine, Reverend Frank Messick, once said, "When you find the word 'therefore' in Scripture you need to stop and see what it's there for." Chapter four begins with "therefore" and we must examine what follows.

The pain of Christ's suffering was as real as any human's pain because he took on human nature. When suffering faithfully happens it gives the one suffering a different attitude toward sin. Sin doesn't hold the same grip on them. The suffering saint knows following God's will is more beneficial than going after sinful lusts. The encouragement of verses four through six is the need for the Christian to avoid sinful behavior. The unchurched will criticize Godly behavior. When we refuse to do evil, those loving evil will ridicule us. Those who speak evil of Christian conduct will face God to give an accounting of their godless lives.

Although there are different interpretations for verse six the soundest is probably that Peter is

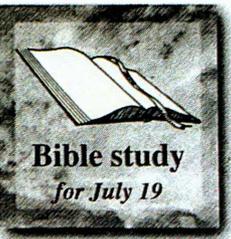
Explore the Bible Lesson

referring to the spiritually dead. The Gospel was being preached to them so they could come alive spiritually.

The imminent return of Christ should enhance our Christian lifestyle. A Christian walk, a spiritual prayer life, and a fervent love for fellow believers makes a well rounded follower of Christ. Love for God and love for your fellowman should be the first priority of the Christian. True love for our fellowman promotes a heart of true willingness to forgive and a reluctance to be a gossip. We need to pay more attention to our "beam" than other's "mote." Love should motivate our relationship to others.

Another instruction is that we should pray sincerely. Peter suggests we need to be sober-minded and disciplined in our walk so we can have a prayerful spirit.

The exhortation of Peter to be hospitable meant to be willing to en-



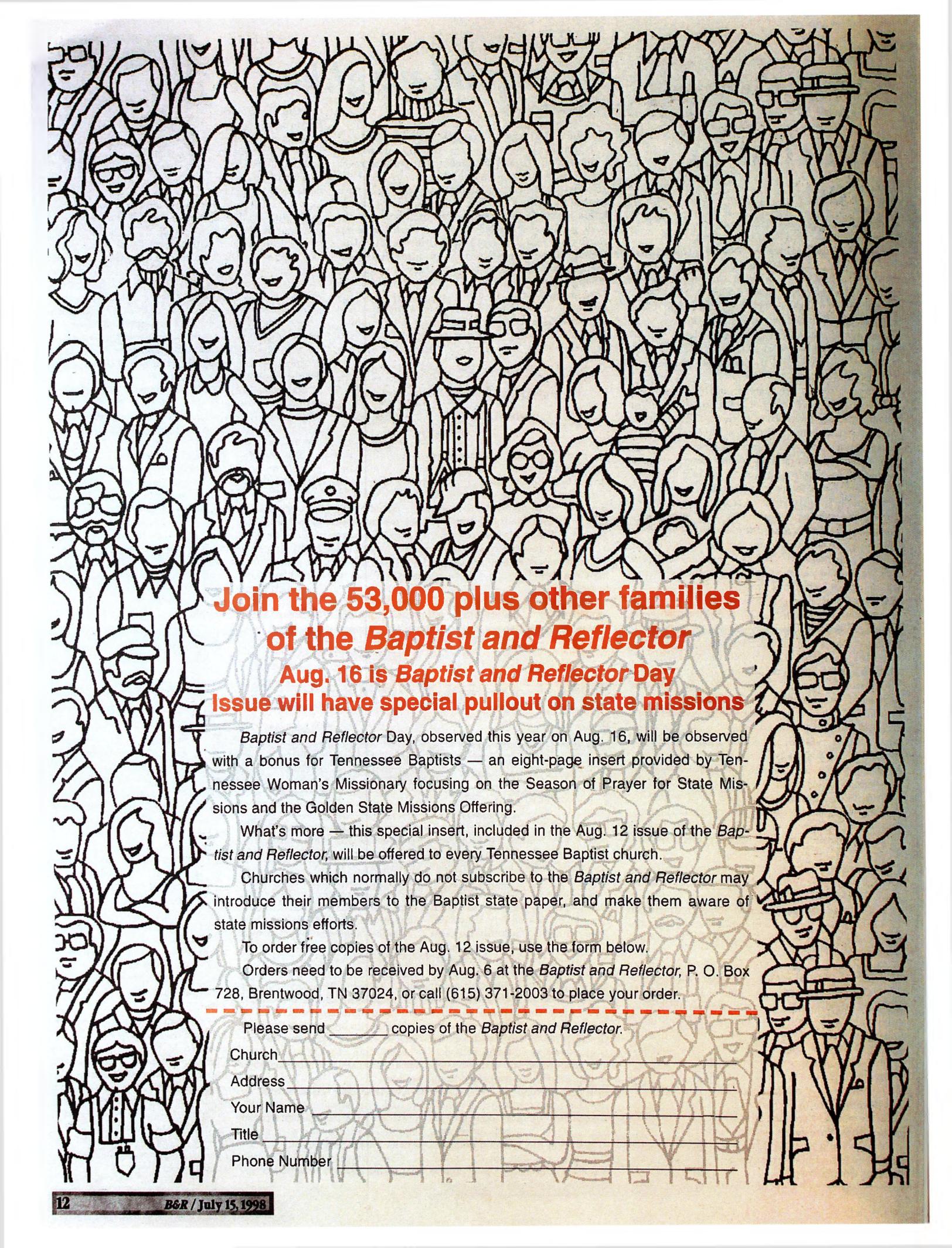
Bible study
for July 19

certain others without expecting to be repaid for your hospitality. Personal sacrifice without grumbling is suggested as another feature of Christian character.

The final instruction given for Christian character by Peter in this passage is the use of spiritual gifts. Spiritual gifts are to be used in ministry to others. The gifts are not for personal gratification but rather for the edifying of one another and the glorifying of God.

The strength for speaking or ministering should come from divine inspiration not from human intellect. God supplies the strength so Christ Jesus can be glorified. Jesus Christ is the only one worthy of glory and honor.

The dominion of Christ has eternal significance. Its duration is forever. In 11 verses Peter defines Christian character. A Christian imitates Christ's lifestyle, shuns evil, prays earnestly, loves people, is a wholesome host, and uses his spiritual gifts to the edifying and glorifying of the Lord and Savior, Jesus Christ. — Powers is director of missions, Concord Association, Murfreesboro.



**Join the 53,000 plus other families
of the *Baptist and Reflector*
Aug. 16 is *Baptist and Reflector* Day
Issue will have special pullout on state missions**

Baptist and Reflector Day, observed this year on Aug. 16, will be observed with a bonus for Tennessee Baptists — an eight-page insert provided by Tennessee Woman's Missionary focusing on the Season of Prayer for State Missions and the Golden State Missions Offering.

What's more — this special insert, included in the Aug. 12 issue of the *Baptist and Reflector*, will be offered to every Tennessee Baptist church.

Churches which normally do not subscribe to the *Baptist and Reflector* may introduce their members to the Baptist state paper, and make them aware of state missions efforts.

To order free copies of the Aug. 12 issue, use the form below.

Orders need to be received by Aug. 6 at the *Baptist and Reflector*, P. O. Box 728, Brentwood, TN 37024, or call (615) 371-2003 to place your order.

Please send _____ copies of the *Baptist and Reflector*.

Church _____

Address _____

Your Name _____

Title _____

Phone Number _____