

T E N N E S S E E ' S B A P T I S T & REFLECTOR

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According to 18-convention survey

TBC churches 'average' when it comes to paying staff

Janie Wilkey
 Staff and Reflector

WENTWOOD — Tennessee churches are about average when it comes to paying pastors and staff, according to a survey of churches in 18 state conventions.

For the most part, Tennessee churches are a few hundred dollars above or below the national average in most categories listed by the study. In "mid-line" state conventions, Tennessee is even far behind, according to Skidmore, ministry director in the TBC Church Leadership Group, which conducted the study in Tennessee.

The Church Staff Compensation Study, which is held every two years, was conducted as a joint project among 18 state conventions — Alabama, Arkansas, Florida, Georgia, Hawaii, Illinois, Iowa, Kansas-Nebraska, Kentucky, Louisiana, Mississippi, Missouri, North Carolina, New York, Ohio, Tennessee, Virginia, and West Virginia. The study included five more conventions than the 1998 study. The 2000 study also included children's ministers and church administrators for the first time.

The average compensation (salary and housing) of pastors

in those 18 states is \$39,187. In Tennessee, the compensation is \$39,342. In 1998, the average compensation was \$36,046 nationally and \$37,841 in Tennessee.

Compensation for the bivocational pastor has not grown as much. In the recent study the 18-state convention average is \$12,046 while the amount in Tennessee is \$11,978. Two years ago, the national average was \$11,807 and the Tennessee average was \$11,921.

The average compensation for full-time ministers other than pastors in the participating states is \$38,879, compared to \$38,818 in Tennessee. Two years ago the average compensation was \$36,169 and \$37,023, respectively.

Bivocational staff members in the study receive a yearly compensation of \$9,712, compared to \$10,050 in Tennessee.

Full-time secretaries in the 18 state conventions average \$19,724 in annual compensation, compared to \$19,640 in the state. Two years ago the national averages were \$17,300 and \$15,819, respectively.

The 2000 study included categories for part-time secretaries and full and part-time custodians.

Tennessee churches are well above average in paying full-

time custodians — \$22,279, compared to the national average of \$19,895. Only one state (North Carolina) ranked ahead of Tennessee in this category.

Part-time secretaries earn \$8,546 in the state compared to \$9,090 nationally while part-time custodians earn \$5,832 in Tennessee compared to \$6,384 nationally.

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 conducted to give churches something to look at and compare when trying to set salaries and benefits for their staff, Skidmore said.

— See TBC, page 3

Church Staff Compensation Among 18 Conventions

	highest	lowest	Tenn.	avg. of states
full-time pastors				
avg. compensation	Ga. - \$43,560	Iowa - \$29,814	\$39,342	\$39,187
avg. pay package	Ga. - \$52,947	Iowa - \$35,678	\$47,568	\$47,260
avg. expenses	Tenn. - \$4,787	W.V. - \$3,049	\$4,787	\$4,334
avg. financial salary pkg.	Ga. - \$57,576	Iowa - \$38,728	\$52,355	\$51,589
bivocational pastors				
avg. compensation	N. England - \$22,087	W.V. - \$7,556	\$11,978	\$12,046
avg. pay package	N. England - \$23,713	W.V. - \$8,390	\$13,197	\$13,128
avg. expenses	N. England - \$1,567	Hawaii - \$654	\$1,130	\$958
avg. financial salary pkg.	N. England - \$25,280	W.V. - \$9,068	\$14,327	\$14,086
full-time staff ministers				
avg. compensation	Fla. - \$43,578	Mo. - \$32,251	\$38,818	\$38,879
avg. pay package	Fla. - \$53,176	Mo. - \$38,346	\$46,737	\$46,776
avg. expenses	N. England - \$3,700	W.V. - \$1,060	\$2,858	\$2,658
avg. financial salary pkg.	Fla. - \$55,383	Mo. - \$40,582	\$49,595	\$49,475
bivocational staff ministers				
avg. compensation	Hawaii - \$18,048	Ohio - \$7,642	\$10,050	\$9,712
avg. pay package	Hawaii - \$21,832	Ohio - \$8,062	\$10,832	\$10,593
avg. expenses	Ill. - \$1,224	Fla. - \$244	\$384	\$459
avg. financial salary pkg.	Hawaii - \$21,832	Ohio - \$8,915	\$11,217	\$11,051
full-time secretaries				
avg. compensation	Fla. - \$22,505	La. - \$17,460	\$19,640	\$19,724
avg. pay package	Fla. - \$28,414	La. - \$20,291	\$23,424	\$23,678
avg. expenses	Kan./Neb. - \$183	W.V. - \$0	\$83	\$92
avg. financial salary pkg.	Fla. - \$28,481	La. - \$20,397	\$23,507	\$23,770
part-time secretaries				
avg. compensation	Ohio - \$11,247	Hawaii - \$4,855	\$8,546	\$9,090
avg. pay package	W.V. - \$15,204	Hawaii - \$6,125	\$9,340	\$10,118
avg. expenses	La. - \$221	W.V. - \$0	\$27	\$105
avg. financial salary pkg.	W.V. - \$15,204	Hawaii - \$6,250	\$9,367	\$10,223
full-time custodians				
avg. compensation	N.C. - \$23,977	La. - \$15,910	\$22,279	\$19,895
avg. pay package	N.C. - \$27,406	W.V. - \$19,056	\$27,340	\$24,096
avg. expenses	N.C. - \$375	Tenn. - \$0	\$0	\$107
avg. financial salary pkg.	N.C. - \$27,781	W.V. - \$19,056	\$27,340	\$24,203
part-time custodians				
avg. compensation	Hawaii - \$8,897	N.C. - \$3,307	\$5,832	\$6,384
avg. pay package	Hawaii - \$9,680	N.C. - \$3,391	\$6,205	\$6,995
avg. expenses	Mo. - \$41	N.C. - \$0	\$1	\$146
avg. financial salary pkg.	Hawaii - \$9,680	N.C. - \$3,391	\$6,206	\$7,141

Carson Springs Baptist Conference Center dedication set for July 29



THOMAS MCKINNEY, right, manager of Carson Springs Baptist Conference Center, welcomes representatives of the Tennessee Baptist Fellowship of the Blind as the first group to use the new facility July 14-16. With him, from left, are 1998-2000 officers: John Brittle, Clinton, president; Larry Overton, Knoxville, secretary-treasurer; John Smith, Smyrna, vice president; Beverly Smothers, TBC Evangelism/Mission Strategies Coordinator, and Charles Couey, Nashville, TBC consultant.

For Baptist and Reflector

NEWPORT — Tennessee Baptists are invited to participate in the dedication service for Carson Springs Baptist Conference Center on Saturday, July 29, at 11 a.m.

The new facility will have 36 large guestrooms, a conference space that will hold up to 300 in one large room or eight smaller rooms, and a modern kitchen.

The Carson Springs center, along with the new Linden Valley Baptist Conference Center in Linden are available for use by Tennessee Baptist churches for deacons/wives retreats, marriage enrichment retreats, church staff planning retreats, and more, according to William Maxwell, adminis-

trative director for the Tennessee Baptist Convention. The Linden Valley facility was dedicated April 15.

Both conference centers will continue to host a full summer of camps as well as church youth retreats and other camping events, he added.

The July 29 program will feature a ribbon cutting and brief presentations from WMU and convention leadership.

Those who attend the ceremony are invited to stay for refreshments, Maxwell said.

Churches have already begun making reservations for both Linden Valley and Carson Springs.

For more information about Carson Springs, call toll-free 1-877-704-6336. For information about Linden Valley, call 1-877-354-6336. ■

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national news

Evangelism could be outlawed in France

Baptist Press

WASHINGTON — Southern Baptist missionaries and laypersons who share their faith in Jesus could be imprisoned for up to two years under a proposed French law that accuses religious "proselytizers" of "mental manipulation" of the public.

Southern Baptists are just one of 173 religious groups labeled "dangerous sects" by members of France's Socialist party. The proposed bill aims to limit the spread of what French officials have called the mental manipulation of the public by evangelical and other religious groups.

Morris H. Chapman, president of the SBC's Executive Committee, said he was concerned about the proposed legislation.

"It is particularly disheartening that the selfless act of sharing the good news of Jesus Christ could be equated to the 'mental manipulation' of the public," Chapman said. "God does not desire to control the minds of men but to change their hearts."

The proposed crime, which critics say could cover many religious, advertising, and interest groups, is to "exercise serious and repeated pressure on a person in order to create or exploit a

Includes churches

IRS issues election-year warning to charities

By Kenny Byrd
For Associated Baptist Press

WASHINGTON — Churches and other tax-exempt organizations should keep voter-education efforts within Internal Revenue Service guidelines and must refrain from participating on behalf of or in opposition to any candidate for public office.

That was the message delivered July 5 in an IRS advisory to charities.

The IRS stated that 501(c)(3) organizations, including churches, cannot endorse or oppose any candidates for public office. They also may not "engage in fund raising, distribute statements, or become involved in any other activities that may be beneficial or detrimental to any candidate."

But, the IRS noted that the impropriety of

such activity depends on the facts and circumstances in each case. "For example, organizations may sponsor debates or forums to educate voters. If the debate or forum shows a preference for or against a certain candidate, however, it is a prohibited activity," the IRS advisory stated.

If found in violation of improper political activity, a church or other charitable organization could lose its tax-exempt status or it could be subjected to an excise tax on the amount of money spent on the activity.

In cases of flagrant violation of the rules, the IRS warned that it has authority to make an immediate determination and assessment of tax liability.

In addition, contributions to organizations that lose their tax-exempt status because of prohibited activities are not deductible by donors for federal income tax purposes. ■

state of dependence."

The bill would allow the French government to shut down a religious group when two representatives are found guilty of at least one legal infraction.

Currently, the International Mission Board has 40 workers in France and has had an established missionary presence in the country since 1960. ■

Baptist leaders meet with Castro

Baptist Press

HAVANA — World Baptist leaders met with Cuban President Fidel Castro in a two-hour private meeting one day after Baptist World Alliance General Council members adopted a resolution encouraging "initiatives to ease sanctions on food and medicine affecting the people of Cuba."

The meeting with Castro came

on the final day of the BWA's July 3-8 General Council meeting in Havana. Meeting with the Cuban leader were BWA General Secretary Denton Lotz, new BWA President Billy Kim of Korea, and immediate past BWA President Nilson Fanini of Brazil as well as leaders of Cuba's four Baptist conventions.

The BWA, founded in 1905, is a global umbrella organization of Baptists. It represents more than 43 million baptized believers in 110 nations. The early July annual council meeting and related events attracted more than 400 international participants from 60 countries.

The BWA event was the first-ever international Baptist gathering held in the socialist nation of Cuba. The meeting featured simultaneous evangelistic services in 40 Cuban Baptist churches. A public evangelism rally attended by more than 3,000 people reportedly was the

first such Baptist event since Castro came to power in 1959.

Lotz said the July meeting with Castro signals the Cuban government's growing respect for Baptists' influence in Cuba.

Lotz described conversations with government leaders as a form of "pre-evangelism" that Baptist leaders will continue in the separation of church and state and are concerned about the spiritual conversion of the people," the BWA leader said. "It is much better to talk to each other at one another."

Lotz said the BWA meeting in Havana and the dialogue with Castro "give credibility and visibility to Cuban Baptists and is very significant for a new movement." Cuban Baptists have more than 400 congregations, 900 mission sites, with 38,000 baptized believers and a population of 10.8 million people.

From Christians

Latest Harry Potter book meets cautionary response

By Art Toalston
For Baptist Press

NASHVILLE — It's not just the release of a fourth Harry Potter book that increasingly will force Christians to deal with the overarching occult themes in the series about a fictional teenager who attends a school for witchcraft and wizardry.

A movie from Warner Bros. will begin production next year in England and, according to *The Wall Street Journal*, big profits are envisioned from sequels, TV broadcast rights, cartoon spin-offs, home video sales, theme park rides, and interactive games. Nearly 50 deals with toy makers, worth \$1 billion, already have been cut, according to *The Washington Post*.

The bespectacled-orphaned son of a murdered wizard and witch has become "the soul mate of millions of children around the world," *USA Today* declared in a July 7 front-page story.

Focus on the Family and the American Family Association were at the forefront of issuing cautionary comments on *Harry Potter and the Goblet of Fire* by English author and single mom J.K. Rowling soon after the 734-page book's July 9 release.

On Focus on the Family's Internet site, www.family.org, an essay, "The Trouble with

Harry," was posted.

The author, John Andrew Murray, headmaster at St. Timothy's-Hale, an Episcopal school in Raleigh, N.C., and writer/director of the video "Think About It: Understanding the Impact of TV-Movie Violence," recounted that the first three Harry Potter books "created a stir in public schools across America. Some Christian parents have complained that J.K. Rowling's tales of young witches and wizards are terrifying to young children and inappropriate for classroom use. They've been rewarded for their concern with ridicule in newspapers and editorial cartoons.

"Complicating the matter," Murray noted, "is the fact that several Christian leaders and conservative magazines have praised the series' ability to captivate even the most reluctant young readers."

Murray also was quoted in *USA Today* as noting that the Harry Potter books, evidencing "no higher authority," push young readers into a morally confused world.

And it can be a gory world, Murray wrote on the Focus on the Family website, "including a professor whose leg is mangled by a three-headed dog; a mysterious figure who is caught drinking blood from a unicorn carcass; — and Nearly Headless Nick — a ghost whose head is barely attached."

"Harry frequently — and unapologetically — lies, breaks rules, and disobeys figures," Murray also noted.

The American Family Association news release, described the "Harry Potter" series as "books that promote witchcraft and wizardry."

But, the Donald Wildmon-led American Family Association also noted, "within the conservative community, there are varying opinions on whether Christians should be concerned about the content. ... Since the books first came to market, many Christians have voiced objection to their use of magic and occultic and its frightening passages. But others agree."

The AFA noted that well-known conservative spokesman Charles Colson "quoted in recent days saying the occultic sorcery in the Potter books are as mechanical as opposed to occultic magic," says Harry and friends develop courage, and a willingness to sacrifice for another. He says those are not hallmarks of a self-centered world.

"Many others argue, however, that putting witchcraft in such a positive light is not a message Christian parents would endorse," the AFA stated.

Colson's essay can be found in the AFA's net site's archives at www.breakpoint.org.

TBC provides water as ministry to Summertown



Marcia Knox
Baptist and Reflector

SUMMERTOWN — Two red gallons of drinking water from Tennessee Baptist Disaster Relief have made a powerful witness in the Summertown community, according to Summertown Baptist Church secretary, Barbara Henson.

"I want to say the biggest thank you possible to Tennessee Baptist Disaster Relief," said Henson. "The gallons of water have been a wonderful witness and one of the ways of ministry to the Summertown Community."

The Tennessee Baptist Disaster Relief workers took 200 gallons of water Monday, July 10, to Summertown Baptist Church in Summertown, where it was distributed to the drought-stricken community last night and for several days.

In the Summertown area, there are about 1100 customers who are supplied by



UNLOADING WATER at Summertown Baptist Church are, from left, Barbara Henson, Danny Henson, and Gene Williams.

the Summertown Utility District, had been told since June to conserve water.

However, on Saturday, July 8, the community lost its water pressure when two wells began to experience problems, according to Henson. The

Summertown area also had similar problems last year.

Summertown Utility District personnel and Henson called the TBC Disaster Relief team and asked for help on Monday. Through the efforts of State Disaster Relief direc-

tor Tim Bearden and Adult Missions Awareness specialist Gene Williams, Tennessee Baptist Disaster Relief took a vehicle with a trailer loaded with 200 gallons of water to Summertown Church.

When the water arrived at the church, the church immediately called all the stores in the area to spread the news. Word spread quickly by word of mouth through Summertown that water was available at the church. People soon arrived to pick up the gallons of water.

Five members of the church delivered water to the elderly Monday night and throughout the day on Tuesday. Through the church's efforts water was distributed throughout the Summertown community. Tommy Clark serves as pastor at Summertown Church.

Plans were also made by Disaster Relief to deliver an additional 3,000 gallons of water to Summertown, but the additional water was not needed due to other local Red Cross donations. ■

TBC churches ...

— Continued from page 1

The Church Staff Leadership Group received 1,338 responses to the 2000 survey compared to 969 two years ago, Skidmore said.

He expressed appreciation for the increased participation. "This gives an even more accurate picture of compensation."

Skidmore noted that in addition to salary and housing churches should consider benefits and protection coverage.

He observed that among full-time pastors in the state, slightly more than one-third have no life or accident insurance provided by the church and less than one-half are covered by disability insurance. More than one-fourth of pastors have no medical insurance, he added.

"This leaves the church at risk in the event of illness, injury, or death," Skidmore said.

"Factors such as these need to be considered by church personnel committees in addition to salary and housing."

Skidmore said the information provided by the study is designed to assist churches in the compensation planning process of church staff employees.

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

Skidmore stressed 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.

The Church Staff Compensation Study and additional statistics are published on the TBC web site at www.tnbaptist.org under Church Staff Leadership Group.

For more information about the study, call Skidmore at (615) 371-2009. ■



SKIDMORE

Tennesseans chosen to participate in Amsterdam 2000

Baptist and Reflector

MINNEAPOLIS, Minn. — World-renowned evangelist Bill Graham has invited 12 Tennessee Baptist evangelists to participate in Amsterdam 2000.

They will be among about 100 Southern Baptists nationwide who will join up to 1,000 evangelists and church leaders from at least 100 countries and territories. The Tennessee evangelists are Morris Anderson, Knoxville; Leanne Barker, Nashville; Jerry Drace, Nashville; Jeff Harvel, Morristown; Ken Holland, Franklin; Benny Jackson, Memphis; Henry Linginfelter, Alcoa; Bill Oakley, Dyersburg; and Carolyn Reed, Knoxville.

Each of the invited Tennesseans was given a voucher by the Graham organization to be used for lodging



ANDERSON



BARKER



DRACE



HARVEL



HOLLAND



JACKSON

and conference fees, said Drace, immediate past president of the Conference of Southern Baptist evangelists.

For nine days, July 29-Aug. 6, the participants will gather at the Amsterdam RAI International Exhibit and Congress Centre in Amsterdam, The Netherlands, for teaching and discussion of every aspect of evangelism.

For almost 60 years, Graham has helped millions of people find peace with God through his preaching. Graham is preparing to "pass

the torch" to the next generation of evangelists.

"The calling of evangelism is one of the great gifts that God has given to the church, and is as important as the seminary professor or church pastor. In Scripture, the evangelist is called ambassador, proclaimer, advocate, and announcer of Good News.

"He presents this news on a world network when he



LINGINFELTER



OAKLEY



REED

lifts up Christ," Graham observed. "A great need in the church today is to recognize and dignify the gift of the evangelist."

Amsterdam 2000 will give many evangelists and church leaders their first formal training in evangelism. ■

Knoxville collegians touch lives in South African schools

Erin Curry
Baptist Press

PORT ELIZABETH, South Africa — More than 1,900 professions of faith were recorded when a collegiate team from First Baptist Church, Concord, in Knoxville, spent two weeks in May doing one-on-one evangelism in South African schools.

The 34-member group taught in schools, played sports, and led assemblies in order to develop relationships and share the Gospel with thousands of students and adults.

International Mission Board mission-

ary Alan Duncan connected the collegiate team with the students in Port Elizabeth.

"Our basic program was to reach schools where I had strong contacts with Christian leaders who were willing to assume the role of follow-up once the team left," Duncan said. They also seek people who will volunteer time as guidance counselors or recreation leaders.

While Christians volunteer to teach life skills classes concerning alcohol, drugs, and sexual issues, they also are able to lead students to Christ and disciple them during class time.

The collegiate students led assemblies

each day, sharing testimonies, presenting tracts, and counseling children one-on-one.

The collegians also provided follow-up material and weeks later are receiving requests for more.

The American students were amazed at how easy it was to lead people to the Lord.

"If we gave an invitation right now, almost all the students from First Baptist Concord would return to South Africa just to continue serving the Lord in those wide-open schools," said Jeff Lovingood, college minister at First Baptist Church, Concord. ■



letters/opinion

about letters

The editor is not bound to print all letters that are submitted for publication. No letters will be published that contain known factual errors. It is the responsibility of the individual submitting the letter to meet guidelines. Notification of the failure to meet guidelines is not the responsibility of the *Baptist and Reflector*. Letters:

► Should deal with issues relevant to Tennessee Baptists and should not deal with personalities or attack people.

► Must not be libelous or potentially libelous.

► Should be 300 words or less

► Must not be "form" or open letters.

► Will be accepted from writers once in a three-months period.

► Should be clearly marked they are intended for publication.

► Be signed and include address and phone number. Faxed letters are accepted, but must be signed. Letters that are e-mailed should be followed with a signed, mailed or faxed copy.

Thanks for support

We are rejoicing in God's faithfulness through Southern Baptists as more than \$105 million was given this past year to the Lottie Moon Christmas Offering for International Missions. Having experienced seven consecutive years of record missionary appointments, we are assured of needed support for our growing missionary force by this unprecedented level of giving to the LMCO and Cooperative Program.

As our books closed on the annual mission offering May 31 we found that Tennessee Baptists gave the fifth largest amount of all the states and had the fourth highest dollar increase over last year! Thank you for your heart for missions and for your partnership with the International Mission Board.

Your generous and faithful giving is helping to dispel the darkness as we seek to finish the unfinished task of reaching a lost world.

Jerry Rankin, president
International Mission Board
Richmond, VA 23230

Stanley a blessing

I look forward to getting your newspaper each week. It helps me stay informed not only about Southern Baptist activities and issues but other important issues as well. For instance, I appreciated the article concerning the TV program: "God, the Devil, and Bob." I had not watched this and was appalled to learn about it. Your story prompted me to write Channel 4 and NBC asking them to cancel it.

I would also like to thank you for running the article about Chuck Colson's call for Charles Stanley's resignation as pastor. I heard this appeal on my car radio and realized who he was talking about but didn't quite catch all of his remarks. I was very saddened to read his insensitive remarks toward this man of God whose life and ministry have touched so many for Jesus Christ. Chuck Colson's stone-throwing remarks smack of legalism, and ironically, these comments come from a man [with a past] who has been shown compassion, forgiveness, and acceptance of Christians everywhere. It is hard to understand why he feels it necessary to subject Dr. Stanley to such public ridicule and humiliation.

Charles Stanley has been a blessing to my life. As supporter of his In Touch Ministries, it is evident Dr. Stanley's heart

belongs to the Lord and desires to be obedient to God's Word. I believe in accountability for one's actions whether pastor or lay person but ultimately that person is accountable to God.

Yes, I am saddened the Stanleys' marriage could not be saved. However, Dr. and Mrs. Stanley need our love and prayers, not judgment. If God wants Charles Stanley to resign as pastor, I have all confidence that God will make that known to him in his time without the help of Chuck Colson!

Billie Foster
Goodlettsville 37072

Role model

After reading the June 28 *Baptist and Reflector*, I was very upset with the article where Chuck Colson talked about Charles Stanley, one person that has inspired so many in our churches and I feel, as others, a man of God.

I never miss one of his sermons and always get some meaningful lesson to help me through the week ahead. As I understand it, he had no choice in the divorce and for Chuck Colson, with his background to try to judge anyone is beyond my reasoning to understand.

If we all try to live a good Christian life and stop finding fault with so many others maybe we could get more younger people into the church. The Colsons of this world are certainly not role

models I want to guide me. I will turn to the Charles Stanleys any day.

Betty Long
Cookeville 38506

Article misleading

I was disappointed that the *B&R* would carry as much of the Baptist Press coverage of the CBF General Assembly as it did (July 12 issue). I did not have the chance to attend the General Assembly this year, but the quotes of Daniel Vestal certainly seem to represent well some common beliefs of the CBF.

The last part of the article does seem to be based on a lack of information, if not intentionally misleading.

My understanding is that CBF is sending money to the Baptist Peace Fellowship for the development of Race Relations materials for Race Relations Sunday, (I have also heard that this money would be used for World Peace Sunday materials). I believe the intent of CBF is to be involved in healing the tension between races that continue to exist in our country and around the world. The actual use of the money, however, is conveniently omitted from this article.

The writer did, however, include the fact that the Baptist Peace Fellowship does also produce other resources to deal with issues facing homosexuals in the church. By mentioning

this fact in the very next sentence, the Baptist Press appears to imply that CBF supporting these efforts is just not the case.

While there may be people involved in CBF who would support such causes, CBF not mobilizing its united resources to support such efforts. CBF believes in partnering with other organizations in places where we have common interests, but CBF understands that we may not agree on everything. In such cases we simply agree to respect each other in our differences.

I pray this was just a case of misinformation and not a deliberate attempt to malign CBF, but either way, I think it was poor judgment on your part to print this misinformation and perpetuate these ideas.

I am proud of my involvement in the CBF and wish others to have accurate information about what CBF supports and what they do not.

Christopher D. O'H
moderator-elect
Tennessee CBF
Nashville 37

There certainly was no intent to mislead our readers. The article was condensed from several lengthy, complicated versions of the CBF meeting under deadline pressures. On reflection, I did a poor job of editing the same and I apologize. — Editor

Guest editorial

Physician laments court decision on Nebraska law

By John B. Woods

The recent Supreme Court decision overturning Nebraska's ban on partial birth abortions ought to nauseate anyone who takes the time to consider its ramifications. Unfortunately, we as a nation are so self-absorbed with our jobs and our 401(k)s, and our prosperity that we refuse to divert our focus from ourselves long enough to recognize truth. The Court held that Nebraska's law placed an "undue burden" on a woman seeking an abortion, and was therefore unconstitutional. I'm certainly no constitutional law scholar, but it seems to me that only the most radical pro-abortion zealot would consider such a law burdensome. Incredibly, apart from a few frustrated conversations with Christian friends, I've sensed no public outcry at this scandalous decision. What a noxious stench must be wafting to the nostrils of God from the cesspool of our nation as we continue to sacrifice our most vulnerable little ones at the altar of selfishness and greed.

Since so many abortion-rights advocates couch their arguments with technical jargon and high-minded phraseology like "choice" and "a woman's right" and "dilation and extraction procedure," permit me to describe in actual fact what the Supreme Court says that I as a physician can do: I am allowed by law to grasp in one hand a partially delivered baby, one that has not

yet taken her first breath, and with my other hand ram a pair of scissors through her skull, creating an opening through which I can use a suction device to scramble and remove her brains. Such a procedure destroys the most basic brain functions, which include telling our lungs to breathe and our heart to beat. I can then complete the delivery of an otherwise perfectly healthy baby girl, but since she never took her first breath, I as a physician am without blemish before the law and before my medical licensing board. In fact, I would be handsomely rewarded financially for performing these procedures. The only limiting factor to this abortion, according to the law, is whether the baby's mother in this instance "wants" the child.

Thank God, you might think, for the inherent desire to nurture new life that prevents these procedures from occurring more frequently. However, more and more young mothers, under assault from a culture that promotes selfishness and moral relativism, will choose the path of abortion unless pro-lifers show them a better way. Such a commitment on our part requires that we remove our heads from the sand, cultivate a love and concern for others, and promote and support financially organizations such as Jackson's own Birth Choice, which provides counseling and other services to women with crisis pregnancies. If you don't know where such services are

provided in your community, find out; if they're not provided, pray that God will use you as a catalyst to open such a center.

I wish every young mother considering an abortion had the opportunity to view an unborn baby via ultrasound. Seeing a rhythmic heartbeat, listening to "whoosh-whoosh" of the baby's circulation, watching him move, and even, in the third trimester, watching his little diaphragm contract as he practices breathing, are opportunities to see the baby for what he is, a little person, and not a "choice," as misguided abortion rights advocates tell us. Conversely, the memory of the ultrasound pictures of the first baby my wife and I lost to miscarriage, with its absolute stillness and silence, is one that will haunt me forever, but it also cemented in my mind the truth of that baby's existence.

It really all boils down to a few simple issues. Do we as a society view life as a gift? If so, we have no right to take it away at our whim. Such is the basic principle behind our law regarding murder. If life is a gift from God, then, do unborn babies "count?" I say, resoundingly, yes, but my view is not one that our current culture embraces. It is imperative, then, that we pro-lifers mobilize and promote our views as lovingly as we can. It's just too important an issue to ignore. ■ — Woods is a physician at The Jackson Clinic in Jackson and a deacon at West Jackson Baptist Church.

Don't be content with being 'average'

Bonnie Wilkey, editor

In this issue of the *Baptist and Reflector* will find the 2000 version of the Church Staff Compensation Study. This study is conducted every two years by participating state conventions. This year, churches from 18 conventions took part in the survey.

The purpose of this survey is not to see if churches look good or bad in regard to compensation. Rather, it is designed to be a tool to help churches see where they are in regard to compensating their ministers and staff members.

We live in a society that accepts and celebrates the fact that athletes are paid millions and millions of dollars to play a game. We live in a society where people are expected to "make as much as they can" in their place and are not happy if they "can't keep up with the Joneses."

But, as Christians, we complain when we think our church staff is paid "too much." Exactly what is too much?

What hourly amount can be placed on a pastor or other staff minister who is expected to be on call 24 hours a day, seven days a

week? How much is it worth when we call our pastor at 2 a.m. and tell him someone we love has been killed in a tragic accident and we ask if he can come to the hospital?

I was in South Carolina recently checking on my grandfather and while I was there his pastor came to visit. He was apologetic because he was going to be out of town on vacation. He felt guilty that he would not be around if needed. I assured him that he needed to take time for himself and his family.

Even though a minister is "on call" he still has his own family and life to live. And even though an individual "is called by God," the minister has to "pay bills" just like anyone else.

The compensation study printed in this issue shows that Tennessee churches are near the "average" in compensating ministers and staff members. We are better than some states, not as good as others.

Are we content with being average?

That's a question stewardship and personnel committees from Tennessee Baptist churches must consider as they begin planning budgets for next year.

I would encourage church laity to read

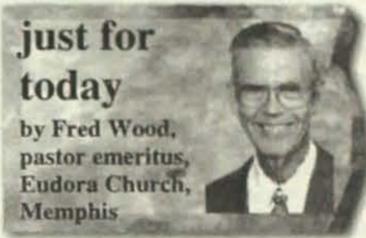
the article on page 1 and thoroughly examine the findings from the Church Staff Compensation Study printed on pages 6-7.

It would be almost impossible to adequately compensate our ministers and church staff for all they do in service for the Lord. I don't think God expects churches to be extravagant in their compensation, but I do think God expects and wants us to be fair and generous when dealing with his servants.

In some cases, churches do the best they can to compensate their pastors and staff with the resources they have. In other cases, however, much more could be done. It comes down to stewardship. As churches we need to better educate our members about their responsibility to tithe and give to support the ministry of the church. If every church member gave as the Bible directs, lack of money would never be an issue for most churches.

Examine carefully what your church pays your ministers and staff and pray about if it is adequate or if it needs to be improved.

Let's not be content with being "average." *B&R*



Start with a smile

Sheriff to farmer: "I am investigating that overturned bus. It carried a group of politicians. Where are they?" Farmer: "I buried them." Sheriff: "Were they all dead?" Farmer: "Some of them said they weren't, but you know how politicians lie."

Take this truth

Enough guilt is lying around for all the parties and all the professions to claim a little — and non-professionals, too!

Memorize this Scripture

"He that is without sin among you, let him first cast a stone." — John 8:7

Pray this prayer

Lord, help me to realize I am a sinner also. ■

Compensation study shows state lagging behind



You will find on the pages of this newspaper the results of many hours of research. We are indebted to treasurers, secretaries, administrators, personnel and finance committees across Tennessee for giving us compensation information from their churches. Why, you perhaps the most important reason to do a compensation study is to give Baptists the best information possible. I have long believed that in-

formed Baptists will make good decisions. The information in this issue will perhaps lead to churches taking a closer look at the support provided to their church staff.

Sometimes the news is not so good. From almost any perspective, Tennessee Baptist churches are falling behind in compensation for their ministers.

In the past two years inflation has totaled about 6 percent. Yet, total financial support for fully funded pastors in Tennessee has only increased an average of 3.7 percent since 1998. There are 12 states that were part of the compensation study in 1998 that participated again in 2000. The average increase for fully funded pastors in those states increased

an average of 8.4 percent over that period of time.

The picture is no better for bivocational pastors. Since 1998, the average financial support plan for bivocational pastors in Tennessee has increased by less than one-half a percent. For the other states in the study reporting both in 1998 and 2000, average financial support plans for bivocational pastors increased by 3.1 percent.

In 18 participating states, Tennessee has fallen from fourth to fifth in average financial support plans for fully funded pastors and from sixth to tenth in average support for bivocational pastors.

How do you begin? First, let us do a customized report for your church. We need the

name of the church, attendance, membership, budget or offerings for the year. We can give you a comparison of churches like yours in Tennessee and if you want also include surrounding states. This service is yours for the asking through the Church Staff Leadership group.

Then, let us provide information of how your staff can get the most from the compensation dollars by structuring the compensation to conform to tax rules.

Whatever else you do, give your staff the love, honor, and prayer support they need and deserve. ■ — Skidmore is a ministry specialist in the TBC Church Staff Leadership Group. He can be reached at 1-800-558-2090, or (615) 371-2009.

Shaggy dogs, melting popsicles, and a good example



Nothing's more routine in life than a trip to the grocery store, but occasionally something happens to make it memorable.

One time, I saw a teenage girl in the produce section with a little brown shaggy dog in her arms. I did a double take and confirmed; it was definitely a dog. I told the clerk, "I think you should know there's a girl with a dog in the store." "Is she blind?" the cashier asked.

"No. I wouldn't have mentioned that" I said.

"Gross!" she responded. At that point the bagboy intervened. "What's going on?"

"Somebody's got a dog in the store," said the cashier. He looked at me. "Is she blind?" he asked.

"No. She was carrying the dog," I explained.

The cashier called over the manager and explained the situation. The manager turned to me and asked, "Was the girl blind?"

"No," I calmly replied, at which point she very unhappily ventured out toward the store aisles to track down the perfectly well-sighted dog owner.

After a few steps she returned to me and asked, "What did she look like?"

"She's the one CARRYING A DOG," I answered.

"Oh, right," she mumbled.

I was in another grocery

store last Saturday afternoon, in one of the many long lines, when suddenly all of the cashiers stopped working. A hush fell over the check-out stands, all of us frozen like deer in headlights, abruptly thrown from our robotic routine, our carts stuck in mid-roll beneath trembling hands as we all began to dare think the very worst: We'd have to go all the way back to the freezer aisle to swap out the popsicles! Oh, the inconvenience of it all!

But, before that could happen, my clerk, Karie, popped her head up and said, "The computers have gone down, but don't worry! It's happened before and shouldn't take but just a minute! We're sorry about the wait."

Immediately, the color came back into our cheeks, and breathing resumed as we

flipped pages and discussed the latest in kitchen flooring and which Idaho farm wife had most recently given birth to a two-headed alien.

As the lines continued to grow, Karie would inform the newcomers of the situation and again apologize for the trouble.

About 75 people stood in those lines on a Saturday afternoon and chatted, laughed, read, and stood patiently for 15 minutes until the computers, as Karie had said, cranked back up ready to go.

No complaints. All because one girl thought about others and showed concern for them.

If he's smart, that manager at the first store will put Karie on dog patrol, too. ■ — Roebuck is a freelance writer who lives in Nashville, where her husband, Jon, is pastor of Woodmont Baptist Church.

Partnership Prayer Requests

- July**
- 19 — Pray for the youth team in Portugal which has team positions open. Ask God to call out people for these two-year positions.
 - 20 — Pray for Guy and Elena Key, IMB missionaries in Rio de Janeiro, as they work in a cell training module.
 - 21 — Pray for a team from Gladeville Baptist Church, Gladeville, led by Phil Jonsey, that will work July 23-30 at Bethel Baptist Church in Roseville, Mich., doing block party events.
 - 22 — Pray for First Nations Church in Saskatoon, Saskatchewan, Canada. As a result of a recent revival 88 people were saved.
 - 23 — Pray for Norman and Gunita Harrell, IMB missionaries to Portugal, as they work with the Moldovans in the Algarve region.
 - 24 — Pray for Vladimir and Anna Borstov as they continue a new church start of a Russian congregation in Toronto, Ontario, Canada.
 - 25 — Pray for Mark Hassler and Paul Dodez, Middle Tennessee State University students, who are working July 15-29 doing art evangelism in Portugal.
 - 26 — Pray for Art and Dottie Dennis, IMB ISC Disaster Response volunteer coordinators, as they schedule recovery projects in Nicaragua.

2000 Compensation Study Summary on Tennessee Church Staff

	avg. compensation	avg. pay package	avg. expenses	avg. financial support pkg.	# on file		avg. compensation	avg. pay package	avg. expenses	avg. financial support pkg.	# on file
pastors (ft.)	\$39,342	\$47,568	\$4,787	\$52,355	377	education/asso. pastor (ft.)	48,878	56,873	3,143	60,017	
pastors (pt.)	11,978	13,197	1,130	14,327	158	education/asso. pastor (pt.)	7,920	7,920	0	7,920	
staff ministers (ft.)	38,818	46,737	2,858	49,595	189	music/* (ft.)	38,057	45,968	2,277	48,246	
staff ministers (pt.)	10,050	10,832	384	11,217	186	music/* (pt.)	9,374	10,158	265	10,423	
music (only, ft.)	41,316	50,075	2,777	52,853	27	youth/* (ft.)	32,487	39,011	2,698	41,709	
music (only, pt.)	9,032	9,787	269	10,056	90	youth/* (pt.)	10,555	11,227	460	11,687	
education (only, ft.)	42,170	51,895	4,307	56,202	11	education/* (ft.)	40,344	49,437	3,151	52,588	
education (only, pt.)	16,366	17,204	733	17,937	3	education/* (pt.)	13,577	14,016	727	14,742	
youth (only, ft.)	33,201	40,207	2,612	42,819	29	administration* (ft.)	49,984	60,392	2,872	63,264	
youth (only, pt.)	10,023	10,640	505	11,145	52	administration/* (pt.)	11,998	12,564	720	13,284	
associate pastor (only, ft.)	43,030	50,879	3,649	54,528	15	activities/* (ft.)	36,912	44,725	3,993	48,718	
associate pastor (only, pt.)	12,298	13,607	542	14,149	9	activities/* (pt.)	16,900	18,192	0	18,192	
activities (only, ft.)	41,493	49,826	2,460	52,286	5	asso. pastor* (ft.)	41,572	48,642	3,140	51,782	
activities (only, pt.)	0	0	0	0	0	asso. pastor* (pt.)	11,994	13,149	556	13,705	
administration (only, ft.)	52,735	64,583	3,020	67,603	5	children/* (ft.)	33,189	39,793	2,572	42,365	
administration (only, pt.)	10,248	11,037	0	11,037	2	children/*	10,677	11,453	607	12,060	
music/youth (ft.)	30,403	36,262	1,360	37,622	10	secretaries (ft.)	19,640	23,424	83	23,507	
music/youth (pt.)	15,359	16,104	125	16,229	4	secretaries (pt.)	8,546	9,340	27	9,367	
music/education (ft.)	33,691	44,208	1,780	45,988	5	custodians (ft.)	22,279	27,340	0	27,340	
music/education (pt.)	0	0	0	0	0	custodians (pt.)	5,832	6,205	0	6,205	
education/youth (ft.)	30,636	37,220	2,599	39,820	9						
education/youth (pt.)	8,943	8,943	0	8,943	1						

ft. = full-time; pt. = part-time; * = Any combination of additional duties; Compensation = salary + housing allowance; Pay Package = compensation + protection coverages (Social Security, health and dental insurance); Expenses = amounts for expenses in addition to the pay package

Details on Full-time Staff in State

	compensation			pay package			expenses			# on file
avg. attendance	avg.	high	low	avg.	high	low	avg.	high	low	
administrators										
401-600	45,929	58,000	30,600	54,702	71,259	35,340	2,434	6,700	333	11
601-1,000	55,405	62,750	48,060	71,031	74,829	67,232	4,725	6,250	3,200	2
1,000 & up	55,610	85,551	44,700	67,277	99,688	49,950	3,058	4,000	2,550	6
children's ministers										
101-125	20,000	20,000	20,000	20,000	20,000	20,000	0	0	0	1
126-150	25,200	25,200	25,200	28,500	28,500	28,500	600	600	600	1
151-400	25,911	25,911	25,911	28,500	28,500	28,500	0	0	0	1
401-600	22,984	30,800	20,348	26,123	35,616	21,905	2,828	6,600	1,671	5
601-1,000	35,927	36,000	35,853	42,716	45,954	39,477	3,150	4,100	2,200	2
1,000 & up	43,761	53,490	30,350	54,778	66,246	34,600	3,239	6,650	1,600	7
education ministers										
151-200	27,407	31,635	18,200	31,416	39,751	19,592	2,377	4,033	0	5
201-250	32,852	36,000	29,808	43,393	48,521	39,269	3,395	7,312	1,620	5
251-300	27,998	31,158	24,062	35,977	40,814	29,651	1,653	3,000	200	3
301-400	34,329	40,000	29,673	41,069	50,001	35,685	2,408	5,500	0	6
401-600	42,018	58,000	21,679	49,442	63,376	23,950	2,765	6,600	333	15
601-1,000	51,029	63,887	45,300	65,455	79,077	53,418	3,567	6,250	1,950	5
1,000 & up	52,435	85,551	27,662	65,781	99,688	48,819	5,063	12,800	2,550	8
music ministers										
76-100	23,800	23,800	23,800	28,480	28,480	28,480	1,800	1,800	1,800	1
101-125	24,212	26,924	21,500	31,200	33,979	28,420	2,425	3,350	1,500	2
126-150	25,200	25,200	25,200	28,500	28,500	28,500	600	600	600	1
151-200	26,246	32,939	20,242	31,793	37,737	21,791	1,142	3,120	0	7
201-250	32,388	36,000	27,489	42,200	48,521	33,301	3,162	6,148	1,620	5
251-300	36,280	47,700	26,500	44,019	56,473	26,500	1,770	3,300	200	8
301-400	36,215	45,553	28,000	44,129	50,001	35,685	2,188	4,500	300	8
401-600	40,922	63,000	25,039	48,787	76,300	32,520	2,437	3,860	0	16
601-1,000	48,471	53,045	41,827	55,322	58,310	53,525	3,000	4,100	1,950	4
1,000 & up	59,516	82,006	43,210	72,039	94,379	46,560	3,220	6,650	1,400	5
youth ministers										
76-100	20,213	20,213	20,213	21,271	21,271	21,271	1,287	1,287	1,287	1
101-125	23,462	26,924	20,000	26,990	33,979	20,000	750	1,500	0	2
126-150	25,200	25,200	25,200	28,500	28,500	28,500	600	600	600	1
151-200	26,921	32,939	19,255	31,155	39,751	19,255	1,308	4,033	0	11
201-250	26,627	31,283	16,900	33,250	39,269	21,167	3,292	7,312	0	5
251-300	31,467	47,700	24,062	38,395	56,473	26,500	1,709	3,000	500	7
301-400	29,274	40,863	15,600	34,859	44,300	17,880	2,089	5,500	0	9
401-600	35,561	57,000	22,970	42,256	62,700	29,800	4,161	26,500	0	16
601-1,000	39,342	44,500	33,000	47,959	53,586	42,707	3,830	6,000	1,950	5
1,000 & up	44,019	49,538	35,000	55,089	66,112	44,101	3,136	6,650	0	7
secretaries										
76-100	13,000	13,000	13,000	13,995	13,995	13,995	0	0	0	1
101-125	18,179	20,800	16,796	19,256	21,450	18,081	0	0	0	3
126-150	17,895	18,500	17,290	19,264	19,915	18,613	38	75	0	2
151-200	17,544	19,830	13,442	21,054	31,086	15,674	151	1,260	0	14
201-250	16,486	21,000	14,040	18,731	22,607	15,114	16	175	0	11
251-300	18,868	29,037	10,800	22,629	36,694	13,251	79	475	0	17
301-400	17,803	22,758	8,068	20,282	27,711	8,685	50	500	0	16
401-600	19,881	27,773	9,600	23,611	36,161	10,334	156	2,700	0	27
601-1,000	21,245	27,873	14,046	25,131	34,972	16,526	108	2,400	0	28
1,000 & up	22,218	36,000	16,224	28,093	49,316	18,361	11	300	0	27
custodians										
101-125	22,094	22,094	22,094	29,784	29,784	29,784	0	0	0	1
126-150	13,651	13,651	13,651	14,695	14,695	14,695	0	0	0	1
151-200	18,198	24,814	14,175	21,868	29,443	16,686	0	0	0	5
201-250	15,747	17,958	12,030	17,822	22,813	12,950	0	0	0	4
251-300	19,654	31,824	11,997	22,164	34,259	12,915	0	0	0	3
301-400	21,053	34,418	15,772	23,302	37,051	16,979	0	0	0	4
401-600	21,597	40,499	15,988	25,774	43,597	19,885	0	0	0	12
601-1,000	29,530	47,883	14,850	36,316	56,451	19,787	0	0	0	9
1,000 & up	23,283	39,000	14,560	31,459	52,820	21,474	0	0	0	11

Details on Part-time Staff in State

	compensation			pay package			expenses			# on file
avg. attendance	avg.	high	low	avg.	high	low	avg.	high	low	
administrators										
126-150	10,695	10,695	10,695	11,513	11,513	11,513	0	0	0	
151-400	15,500	15,500	15,500	15,620	15,620	15,620	2,160	2,160	2,160	2
401-600	9,800	9,800	9,800	10,560	10,560	10,560	0	0	0	
children's ministers										
101-125	8,100	8,100	8,100	8,719	8,719	8,719	0	0	0	
126-150	5,200	5,200	5,200	5,598	5,598	5,598	0	0	0	
151-200	7,978	10,881	2,730	8,926	13,250	2,939	1,338	3,250	0	
201-250	6,180	6,625	5,735	6,653	7,132	6,174	0	0	0	
251-300	17,500	17,500	17,500	18,839	18,839	18,839	0	0	0	
301-400	15,000	15,000	15,000	16,148	16,148	16,148	500	500	500	
401-600	15,750	24,000	7,500	16,037	24,000	8,074	500	1,000	500	
601-1,000	13,953	14,600	13,305	14,980	15,709	14,251	825	900	825	
education ministers										
76-100	7,920	7,920	7,920	7,920	7,920	7,920	0	0	0	
101-125	16,240	16,240	16,240	16,240	16,240	16,240	0	0		

Compensation Findings on Full-time Pastors in Tennessee

	compensation			pay package			expenses			#on file
	avg.	high	low	avg.	high	low	avg.	high	low	
attendance										
1-75	\$24,814	\$39,676	\$13,000	\$28,989	\$47,500	\$14,700	\$2,937	\$9,460	\$0	37
76-100	28,790	46,296	13,900	34,377	56,496	16,076	3,115	9,000	0	52
101-125	33,682	62,266	21,220	39,221	71,266	26,460	3,453	9,000	0	44
126-150	36,959	65,000	21,400	45,178	83,400	23,500	4,456	9,661	0	41
151-200	37,282	58,800	22,100	44,410	70,600	23,360	4,842	13,200	0	60
201-250	37,557	57,980	18,000	46,867	64,480	20,000	6,357	13,200	1,975	41
251-300	46,665	73,000	34,092	58,429	89,400	44,638	5,796	10,462	0	22
301-400	48,756	120,418	18,000	59,056	136,299	20,090	6,165	12,000	300	27
401-600	55,393	81,000	23,825	67,204	96,100	37,725	5,991	18,692	1,000	36
601-1,000	70,252	84,072	54,881	86,656	101,298	74,764	7,605	17,800	2,800	9
1,000 & up	84,178	116,377	50,640	103,710	139,603	66,790	8,781	16,500	1,800	8
resident membership										
1-200	30,083	65,000	13,000	35,302	83,400	14,700	3,169	9,000	0	77
201-300	31,393	60,000	15,500	37,367	79,500	15,500	3,851	13,200	0	78
301-400	36,926	62,266	21,220	44,581	71,266	25,006	5,366	11,584	200	55
401-500	36,462	51,000	22,642	45,132	81,000	28,000	4,754	18,692	0	44
501-600	40,649	61,000	18,000	49,156	72,250	20,000	5,816	11,250	0	29
601-800	48,750	120,418	18,000	60,168	136,299	20,090	5,526	12,000	1,000	29
801-1,000	49,160	81,000	23,825	60,843	96,100	37,389	6,041	9,661	1,300	28
1,001-1,500	59,782	74,000	27,994	72,345	101,298	41,494	7,158	17,800	1,550	20
1,501-2,000	66,517	84,072	53,168	79,750	90,679	67,635	4,523	7,250	1,800	7
2,000 & up	80,148	116,377	50,640	98,333	139,603	66,790	8,325	16,500	2,500	10
designated receipts										
up to \$50,000	21,120	31,400	13,900	23,322	31,400	14,700	2,489	5,500	0	9
\$50,000-\$75,000	24,927	36,300	13,000	28,970	41,841	15,000	2,971	7,280	0	30
\$75,000-\$100,000	27,559	40,680	15,500	32,389	47,500	15,500	3,583	9,460	0	46
\$100,000-\$150,000	32,633	62,266	18,359	38,779	71,266	23,360	4,080	13,200	0	83
\$150,000-\$200,000	38,062	58,800	18,000	45,781	70,600	20,090	5,168	18,692	0	53
\$200,000-\$300,000	40,527	65,000	26,296	50,493	83,400	37,000	5,703	11,584	0	58
\$300,000-\$400,000	40,702	58,155	22,393	51,884	72,507	37,421	5,624	11,250	0	25
\$400,000-\$600,000	53,616	120,418	23,825	64,986	136,299	37,725	4,871	12,000	0	30
\$600,000-\$800,000	59,359	73,000	49,351	71,763	89,400	63,180	5,590	8,100	3,584	10
\$800,000 & up	70,621	116,377	50,640	85,647	139,603	62,030	7,350	17,800	1,800	33

Benefits/Expenses (based on 377 records)		
	average amount	percent
benefits		
retirement	\$3,477	83.30%
Social Security equivalent	4,111	26.50%
insurance	5,345	
life & accident insurance		56.80%
medical insurance		74.80%
disability insurance		43.20%
expenses		
car	3,780	79.60%
convention	1,124	73.50%
conferences, continuing ed.	1,124	23.60%
hospitality	779	14.30%
books, tapes, periodicals	679	39.30%
car expense paid through accountable reimbursement		51.50%
	avg.	1 week
vacation	2.6	3
revivals	2.4	23
	2 weeks	3 weeks
	215	100
	4 weeks	5+ weeks
	42	8
	36	11
average numbers of years at current church — 6.7		
number of staff ordained — 377		
number filing taxes as employee — 325		
number filing taxes as self-employed — 52		
number with a church-owned home — 138		
	church	minister
structures financial support plan	46.20%	8.20%
	combination	
		44.60%

Compensation Findings on Bivocational Pastors in Tennessee

	compensation			pay package			expenses			#on file
	avg.	high	low	avg.	high	low	avg.	high	low	
avg. attendance										
1-25	7,986	21,325	400	8,704	24,600	1,900	424	3,300	0	19
26-50	10,495	20,200	3,525	11,262	20,200	3,525	1,048	8,083	0	42
51-75	12,884	36,680	2,400	14,104	36,980	4,800	1,266	5,200	0	48
76-100	14,120	26,250	2,820	15,285	27,750	3,720	1,480	11,800	0	31
101 & up	13,549	29,894	4,500	16,444	34,694	8,400	1,097	4,600	0	18
resident membership										
1-50	7,704	21,325	400	7,968	21,325	1,900	537	3,300	0	15
51-100	10,640	19,032	2,400	11,529	19,417	2,400	1,024	8,083	0	34
101-150	12,372	36,680	3,525	13,087	36,980	3,525	1,217	11,800	0	49
151-200	13,497	25,000	2,820	15,191	26,895	3,720	1,549	6,650	0	24
201 & up	13,474	29,894	4,500	15,773	34,694	5,824	1,080	4,987	0	36
undesignated receipts										
up to \$20,000	6,793	13,000	400	7,023	13,300	1,900	371	3,300	0	28
\$20,000-\$30,000	8,491	14,200	3,600	9,073	18,400	3,600	1,184	6,650	0	19
\$30,000-\$40,000	10,283	19,032	2,820	11,540	19,349	3,720	1,481	5,200	0	26
\$40,000-\$50,000	13,148	27,200	5,000	14,314	27,244	5,300	1,347	8,083	0	29
\$50,000-\$75,000	15,509	36,680	2,400	16,769	36,980	5,629	700	5,300	0	37
\$75,000-\$100,000	16,991	26,250	9,261	20,460	28,200	9,261	2,475	11,800	0	12
\$100,000 & up	16,379	29,894	9,020	19,288	34,694	10,400	1,779	3,000	0	7

Benefits/Expenses (based on 158 records)		
	average amount	percent
benefits		
retirement	\$1,752	38.00%
Social Security equivalent	952	7.60%
insurance	3,308	
life & accident insurance		5.10%
medical insurance		13.30%
disability insurance		3.20%
expenses		
car	2,504	33.50%
convention	569	20.30%
conferences, continuing education	589	7.00%
hospitality	383	3.80%
books, tapes, periodicals	393	8.90%
car expense paid through accountable reimbursement		12.70%
	avg.	1 week
vacation	2.0	21
revivals	2.1	27
	2 weeks	3 weeks
	92	13
	4 weeks	5+ weeks
	4	4
average numbers of years at current church — 5.6		
number of staff ordained — 156		
number filing taxes as employee — 85		
number filing taxes as self-employed — 73		
number with a church-owned home — 8		
	church	minister
structures financial support plan	74.10%	3.20%
	combination	
		22.80%

Hundreds of girls 'pounce onto' state WMU camps

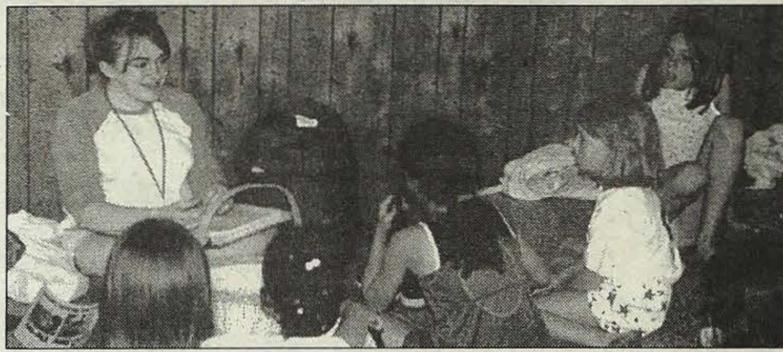
By Andrea Aldridge
For Baptist and Reflector

LINDEN — Across Tennessee, hundreds of girls have spent the winter and spring months anxiously awaiting Girls in Action Camp, and the arrival of summer has brought them to Carson and Linden Baptist Conference Centers.

For the past few years, however, the Tennessee Woman's Missionary Union has experienced high growth in a new camp — GA Mini-Camp. Mini-Camp allows girls who have just completed grades 2 - 6 to experience the excitements of a full week of camp on a smaller scale. Though the campers stay only two nights and three days, the girls experience many of the same activities such as "singing for their supper," Bible study, Time Alone With God, and swimming.

"Mini-Camp has a lot of the same things, but the girls don't get to do the candlelight service," Karen Nugent, GA camp director, said. "But all the rest is the same. The girls still do arts and crafts, talk to missionaries, and have a campfire."

Tennessee had its first GA Mini-Camp in 1995. Vicki Anderson, Tennessee Woman's Missionary Union Missions Coordinator for GAs, said the camp was modeled after other states such as South Carolina which had offered similar camps. "Mothers at Mother-Daughter Camp also agreed that it would be a good transition for girls," Anderson added.



COUNSELOR Natalie Lloyd, a sophomore at Carson-Newman College leads her cabin in Bible study.

Anderson thinks Mini-Camp works for a few different reasons. Besides helping with homesickness that younger campers sometimes experience, "the camp is cheaper," she said. The camp cost is offset by the Cooperative Program that gives \$32 per camper and lowers the price to only \$60 for Mini-Camp, she said. Another plus for some churches sending girls to camp is that the Tennessee WMU provides the camp staff and the churches do not have to send sponsors with the girls.

"GA Mini-Camp has been really good for girls who have never been to camp and especially when it's their first time away from home," Nugent said.

The theme this year for Tennessee GAs is "Jesus Loves Me This I Know. I Will Never Be The Same!" Each day at camp, the counselors lead the girls in a Bible story that tells the campers how Jesus changes lives.

Kailyn Bruton, a fifth grader, said when she goes home she wants to "care more for other

people." Lessons also teach girls to give and pray more.

Also in the Bible study time, counselors help their girls learn the day's memory verse. Natalie Lloyd, a first-time counselor, makes learning the memory verses easier for girls with her "Broadway Style." She incorporates movements and musical tunes to help the girls. Lloyd, a

sophomore at Carson-Newman College, is from Oneida where she attends New Haven Baptist.

This year all Tennessee GA camps changed what was formerly known as Missions and Me to the new feature, Camper's Choice. This allows campers to choose a different class in drama, media, clowning, sign language, creative movement, nature, and recreation each day of camp. The classes let girls meet other campers and gives them a chance to try several different classes they might be interested in.

Also new this summer is that each of the three units plan a worship time for the entire camp. Before, counselors and the camp directors planned the worship times. "We know GA Mini-Camp is meeting a need," Anderson said.

"It's been a good build-up to the full-week of camp." ■



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First Baptist Church, McMinnville is seeking a full-time youth and education minister. Send resume to First Baptist Church, P.O. Box 508, McMinnville, TN 37111, Attn. Personnel Committee, phone: (931) 473-4416; fax 473-8313.

New Market Baptist Church seeking a part-time youth minister to work with middle school and high school students. Please send resume to Personnel Committee, 1211 Hill Dr., New Market, TN 37820 or fax to (423) 475-1540.

Antioch Baptist Church, a growing, progressive church, in Sevier County, Tenn., is accepting resumes for a bivocational youth minister. Send resume to Search Committee Chairman, 1550 Baker Rd., Sevierville, TN 37876.

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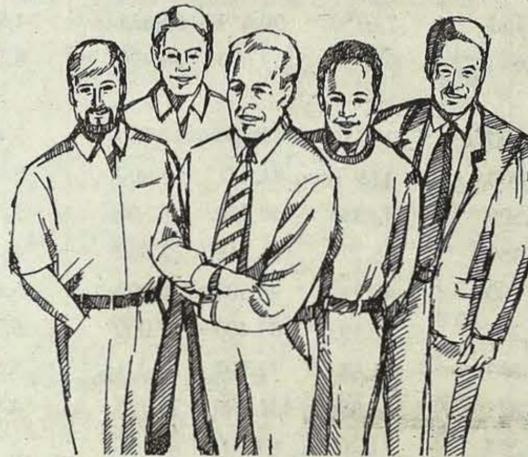
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leaders

Judson Lambert, pastor of First Baptist Church, Tiptonville, will retire Aug. 6. He has served the church as pastor for 18 years and has been in the ministry for 47 years. He will be honored Aug. 6 by the congrega-

LAMBERT

■ Wilhite Baptist Church, Cookeville, has recently called **Harold D. Smith** to serve as interim pastor. Smith is retired director of missions, New Duck River Baptist Association, based in Shelbyville. He also has served as pastor of five Tennessee Baptist churches.

■ West Union Baptist Church, Dresden, has called **Russell Essary** as pastor.

■ Missionaries **Rob and Tina Torbert** of Tegucigalpa, Honduras, mentioned in last week's issue are of Judson Baptist Church, Nashville.



LEADERS AND GUESTS of Beech Springs Baptist Church, Gleason, break ground for a new worship center recently. Those participating include, from left, front row, Ed Morris; Albert Bone; Jerry Esch; and Billy Verdell; back row, Jerry Summers; Wayne Perkins, director of missions, Weakley County Baptist Association; Bob Copeland, pastor; Tom Horn; Billy Blaylock; and Cary Lehmkuhl. The building will be built mainly by volunteers.

death

■ **Fay Glisson**, wife of retired pastor James Glisson of Dyer, died June 5. James Glisson served as pastor of Clear Creek Baptist Church, Dyer; Old Bethlehem Baptist Church, Rutherford; and churches in Texas.

schools

■ Belmont University, Nashville, has named **Angie Emery Henderson** as director of

foundation relations, Office of Development. She formerly was a writer for Dartmouth College, Hanover, N.H.

state event

■ A week-long **Chaplaincy Training School** will be held Aug. 21-25 in Lawrenceburg by Jerry Geho, pastor, Gum Springs Baptist Church, Lawrenceburg; the Lawrence County Ministerial Association; and the Lawrence County Sheriff's Department. On completion, the student will receive basic chaplaincy certification from the International Conference of Police Chaplains but the training equips people to serve in hospital, industrial, and other settings. The school



is being taught by Ed Jeffries. The cost is \$150. Some free housing will be available. For more information e-mail Chuck Huckaby of the ministerial association at tnhuckaby@bigfoot.com.

churches

■ **Cedar Fork Baptist Church, Philadelphia**, will hold homecoming activities beginning at 10:30 a.m. July 23. Joe Caldwell, former pastor, will speak and a luncheon will be offered. For more information, contact the church at (865) 213-3807.

■ **Hickory Hills Baptist Church, Mt. Juliet**, will hold its annual Family Festival July 22 10 a.m. - noon. It will offer games for children and refreshments. The event kicks off Vacation Bible School to be held July 24-28. For more information, call (615) 754-2575.

■ **Eldad Baptist Church, Trenton**, will hold revival July 30 - Aug. 4. Ronnie Coleman will speak.

■ **Silver Springs Baptist Church, Mt. Juliet**, will host Kent Shingleton of the Tennessee Baptist Convention staff July 25 at 7:30 p.m. Shingleton will participate in a program for youth which will conclude the church's Terrific Nights Tuesdays (TNT). For more information, contact the church at (615) 758-7853.

■ **Bethpage Baptist Church, Kenton**, will hold revival July 30 - Aug. 2. Brady Weldon will speak.



MEMBERS of Point Pleasant Baptist Church, Buchanan, are commended for their service in Trinidad July 2-16. They are, from left, Jeremy Bragg, Jenny Knopf, Brandy Collier, Jamie James, Amy Green, and Jackie Knopf. Dwight Mercer, right, pastor, led the service.

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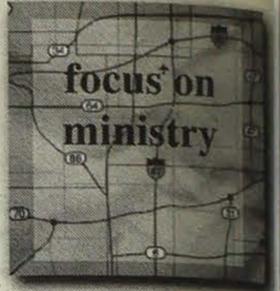
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Forgiveness is granted, not earned, says author

By Linda Lawson
For Baptist Press

RIDGECREST, N.C. — "Failing to grant forgiveness to other people results in a living hell," Robert Jeffress told people attending Discipleship and Family Week, July 1-7, at a LifeWay Conference Center here.

"We cannot control the offenses that come into our lives. What we can control is how we handle them," said Jeffress, pastor of First Baptist Church, Wichita Falls, Texas, and author of *Free to Forgive*, an interactive course published by LifeWay Christian Resources.

He called forgiveness "the bottom line issue in life. In more than 20 years of ministry, I've seen bitterness destroy individuals, couples, entire congregations."

He cited a national survey by the George Barna Group in which four out of 10 Americans said they were currently having difficulty forgiving someone who had wronged them.

"As many of those people were Christians as non-Christians," he said. "Forgiveness is not the preferred choice of most Christians."

"If becoming a Christian were the only requirement for being a forgiver, then our churches would be filled with loving and forgiving people," Jeffress said.

Despite worldly standards of justice, he said Christians must "forgive on the basis of grace, not justice. Forgiveness is not earned; it is granted."

Noting tragedies such as the

murder of a child or the pain of incest that can make a person a "prisoner of bitterness," Jeffress said "forgiveness is sometimes the only way to break free of that vicious cycle of hurt and get on with our lives. When you demand that your offender do something before you forgive him or her, you are binding yourself to that person," he said.

Perceptions to the contrary, Jeffress said, "refusing to forgive hurts us more than it does our offender. When you refuse to forgive, you enter into your own private torture chamber."

In another area, he said, for

Christians, there is an "inseparable link between receiving God's forgiveness and granting that forgiveness to others."

Jeffress cited four reasons some people choose not to forgive others: (1) they believe forgiveness denies the seriousness of the sin; (2) it places too much responsibility on the victim; (3) it is unfair; and (4) forgiveness lets people off the hook too easily.

Also, he said at least four myths about forgiveness exist. They include:

► Confusing forgiveness with repentance. "This is the myth that my forgiveness has to be

conditional on their repentance."

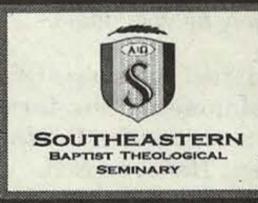
► Confusing forgiveness with consequences. "When I forgive you, I give up my right to hurt you for hurting me, but that doesn't release you from the consequences of your actions."

► Confusing forgiveness with reconciliation. "Forgiveness has no strings attached. Reconciliation has many strings attached."

► Confusing forgiveness with forgetting. "Forgetting is neither possible nor profitable."

Jeffress urged church leaders to involve members in a study of

forgiveness. "If you will teach your people to be better forgivers, you will destroy the greatest barrier to spiritual and numerical growth in your church," he said. ■





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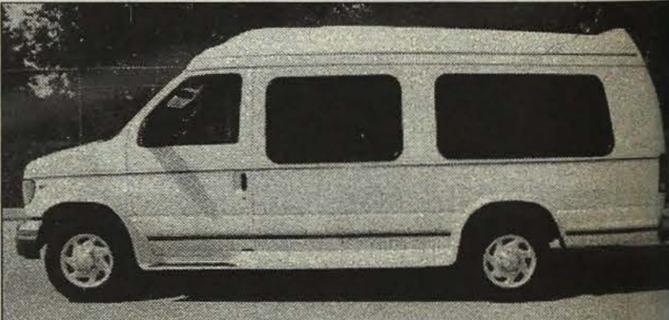
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10 B&R / July 19, 2000

Called to responsible living

By Dan Milliken

Focal Passages: Ephesians 5:1-5, 21-29; 6:1-4

The Christian home is the building block of our nation. One of the first signs of a decaying nation is the breakdown of home and family life. Because of the home's importance, God did not leave us in limbo regarding our roles and responsibilities. It is vitally important that we take to heart Paul's inspired words in Ephesians 5 and 6 which provides a blueprint for building a Christian home. In this lesson he shares the essentials for responsible Christian living both in our communities and in our homes.

Responsibilities to God (ch. 5, vv. 1-5). To live responsibly as Christians, we must "walk in love, as Christ has loved us" (v. 1). Two distinguishing marks of this kind of love include (1) forgiveness towards others (see Ephesians 4:32); and (2) sacrifice, knowing that Jesus gave all for us. To "walk in love" following Christ's example means we exemplify a selfless love.

Paul then distinguishes between love (vv. 1-2) and lust

Family Bible Lesson

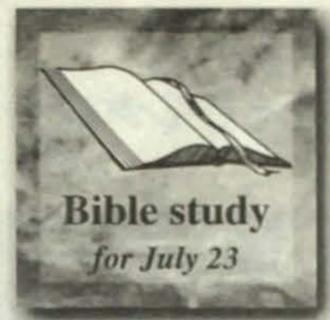
(vv. 3-5). Many people mistake lust for love, thus Paul sternly warns against sexual immorality and other sins of uncleanness. Just like 20th century society, the 1st century society suffered from immoral living. Therefore Paul lists two triads of besetting sins in paganism. The former, "fornication," "uncleanness," and "covetousness" (v. 3) have to do with improper sins of the body. "Filthiness, foolish talking, jesting," are sins related to speech (v. 4). What tragic consequences we have seen in America (and the world) because of irresponsible and unrighteous deeds of the body and tongue! Paul warned that all guilty of pagan practices who live a life apart from God will have no part in the inheritance of the kingdom of God.

Responsibilities to spouses (vv. 21-29). Husbands and wives must be responsible to one another if they are to have a godly home. Paul shares four vital principles needed to build a stable home. The first is submission (vv. 21-22), which merely suggests a voluntary recognition of

God's assignment of leadership to the husband. There is no hint of coercion in the word, as some interpret. It is but a recognition that God has given to men and women different strengths, roles, and gifts. Thus the responsibility of the man is to lead his home, not run it. It is not a privilege to be abused, but a responsibility to be accepted.

If there were any fear that man would abuse his place as head of the home, Paul notes the second principle of "love," that is, husbands are to love their wives "as Christ loved the church" (v. 25) and "as their own bodies" (v. 28). How did Christ love the church? He "gave himself for it." If husbands would love their wives in this manner, the divorce rate would plummet instead of skyrocket! Paul implies in verse 29 that the husband should "cherish" and "nourish" his wife as his own body. This means more than just meeting physical and material needs, but spiritual and emotional as well. Many husbands are at home in body but not in heart and soul, thus little nourishing and cherishing is taking place. Husbands must learn about sacrifice and self-giving. Both husbands and wives must recapture and live out the truths of this passage for the Christian home to survive.

Responsibilities to parents and children (ch. 6, vv. 1-4). The third principle for the Christian home is respect. Children are to "obey and honor" their parents (vv. 1-3). No nation can endure without a respect for law and authority, and this must be learned in the home. Paul's fourth principle, "discipline," is aimed at parents (v. 4). Discipline includes more than punishment. It means providing structure and clear expectations for children. Parents are to bring children up in the "nurture and admonition of the Lord," that is, to teach their children how to live responsibly and how to trust in and serve the Lord. The suggestion is that the Lord nurtures the child through the parents. Far too many parents are letting the church be the only source of spiritual training their children receive (if there is any at all). If we would adhere to these clear admonitions from God's Word, our homes would be more godly and effective, as would our churches, our communities, and our nation. — Milliken is pastor of Hickory Hills Baptist Church, Mt. Juliet.



God reveals

Steve Holt

Focal Passages: John 14:9-11; 16:13-15; Romans 1:18-20; II Timothy 3:15-17

A university alumnus, shown a list of examination questions by his old economics professor, exclaimed, "Why these are the same questions you when I was in school 20 years ago!" "Yes," the professor, "we ask the same questions year." The alumnus said, "But surely you that students pass along the questions from year to the next." "Of course," the professor said, "in economics, we change the answers."

It is good to know that in God's cosmic economy answers never change. Hebrews 13:8 tells us Jesus Christ is the same yesterday and today forever. Our God is a God of truth and we can know His truth through his revelation in nature, his Word, the Holy Spirit, and his Word. Our lesson will show us how we can understand the truth that God has revealed.

Partially through nature (Romans 1:18-20). The ancients use the term "general revelation" to refer to the way God has revealed himself through his creation. The existence of God is evident in and through all he has created. However, general revelation does not show us all of God's nature or tell us of his offer of redemption through Christ. Our passage suggests that because of the wickedness of the human heart, we reject this partial revelation and turn to other gods. But Paul reminds us in verse 20 that even though we "suppress the truth of God's general revelation, there is enough revelation that can be understood from what has been revealed to leave us "without excuse" before a holy and righteous God.

Personally in Jesus (John 14:9-11). One of my favorite passages of Scripture is Hebrews 1:1-2 because it captures the specialness and completeness of God's revelation to humankind through Jesus Christ, God's Son. The writer of Hebrews states in these last days he has spoken to us by his Son, whom he appointed heir of all things, and through whom he made the universe." God has spoken his clearest word not in nature or even in the words of the prophets but in the incarnate life of the Word that became flesh (John 1:14). In our passage from John 14, Jesus tells Philip, "Anyone who has seen me has seen the Father, indicating that he and the Father are one. All who have believed to know about God and his salvation has been revealed to us in Jesus Christ."

Continuously by the Spirit (John 16:13-15). Jesus walked the earth as a man he was limited by his body. In contrast, the Holy Spirit is able to be with us 24 hours a day, seven days a week. In verse 13 Jesus was referring to the importance of the Holy Spirit's ability of the Holy Spirit in verse 7. The Holy Spirit serves as our guide as we search for truth. The Spirit uses the Word of God to convict us of our sin and challenge us to live righteously in Christ Jesus.

Authoritatively in the Scriptures (II Timothy 3:15-17). God has given us the Bible as an authoritative and objective record of his truth. Every time we need to know about God and how we are to live before him can be found in the pages of the Bible. The purpose of this entire unit of study has been to understand what constitutes a biblical worldview, because the only way we can know how God views the world is through his Word. As we study the Bible and are led by the Holy Spirit to apply its truths in our daily lives, we are shaped by the way of life — or worldview — revealed therein. Holt is pastor First Baptist Church, Sargoinville.

Salvation vs. judgment

By Ray Fullilove

Focal Passages:

Revelation 14:1, 3-4, 9-15

The conflict comes to its climax. What has been, what is now, and what will come to pass is here. The conflict of the ages has arrived. Indeed, "There is a line that's been drawn through the ages. On that line stands the old rugged cross. On that cross a battle is raging, for the gain of man's soul or his loss." The battle we focus upon is salvation vs. judgment.

First, there will be a message of salvation (vv. 1-5). Here is the message of the saints of God, redeemed by the blood of the Lamb, and rejoicing with gladness because of the salvation given to them by Jesus, their triumphant Conqueror. Here is the message of amazing grace, blessed assurance, and the fact that these are a children of the King (vv. 1-2). Having this kind of assurance, there can only be a song in their heart (v. 3) and that they are separated for God from the world by the grace of God and for the glory of God (vv. 4-5).

Second, there is the message of telling of the good news of the Gospel. When we know Jesus in our heart, the joy of Jesus in our life, and the secure future we have with Jesus, we have a story to tell to the nations (vv. 6-7).

Explore the Bible Lesson

Third, there is the message of bad news coming. The direct judgment of God is proclaimed to God's people (Babylon) because of her wickedness, wretchedness, and woefulness (v. 8).

Fourth, there is the message of God's wrath pronounced against the devil, his demons, and the people of perdition who have the mark of the beast (vv. 9-13). God's wrath comes unmixed with any kind of grace, any touch of God's love, or any avenue of redemption. The torment will be beyond imagination, description, or human endurance. God's Word is to be underlined "the soul that sinneth, it shall die."

Fifth, there is the message of serene glory (vv. 12-13). In the middle of all the revelation of wrath comes the rejoicing of the worthy saints of God. Because of their patience and the perseverance come the praises of God to them with his promise of rest and reward. Where there was a sigh, now a song. Instead of bleakness, now blessing. Consternation and grief, now consolation and the grace of God. Where there was the prospect of

tragedy, now there is the pronouncement of triumphant glory. Complete salvation has come and complete condemnation for sin has begun. God's people instead of being filled with doubt in the dark moments of life to say, "Where is God, my Maker, who giveth a song in the night?" (Job 35:10), now sing in continuous refrain, "Blessing and honor, glory and power, be unto him that sitteth upon the throne, and unto the Lamb forever" (Revelation 5:13). Indeed, what a day that will be!

Sixth, there is the message of the Redeemer of the world who is the Heavenly Reaper of the harvest of the earth (vv. 14-20). The judgment of God comes in the hand of God almighty (vv. 14-15), at the word of almighty God (v. 16), and in the way of the God of wrath (vv. 17-20). "The Grapes of Wrath" is revealed, not as a mere novel to read upon earth, but as the reality of God toward sin from heaven.

What a revelation for us as the saints of the living God today as we prepare for the harvest to come in the eternal future! What a revelation for us to read, to heed, and to prepare for his coming, not only with the scars on our body, but with stars in our crown. — Fullilove is pastor, Poplar Avenue Baptist Church, Memphis.

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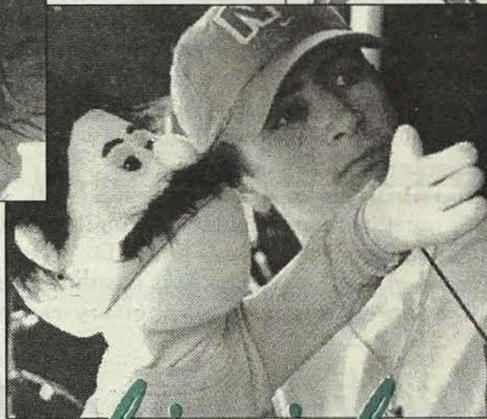


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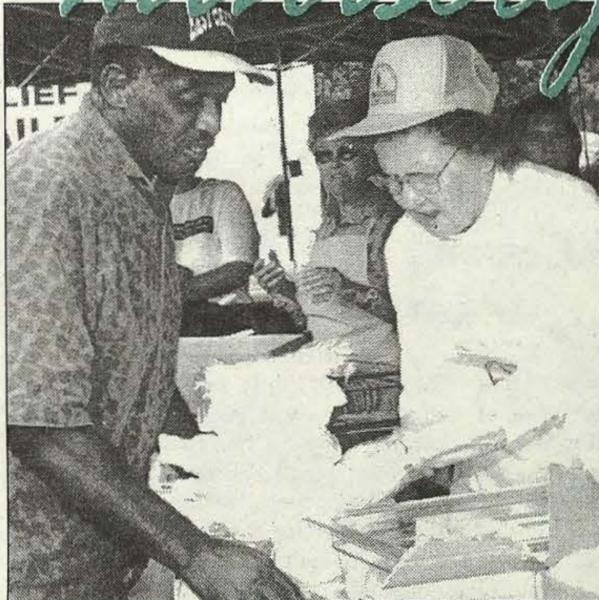


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