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TRAINING UNION IN RETROSPECT

by

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TRAINING UNION IN RETROSPECT

Although the opening session was not until Thursday evening, "early on Tuesday delegates began to pour in from nearly every Southern State."¹ Soon Atlanta, Georgia, was alive with enthusiastic pastors, laymen, young people, and denominational leaders who had answered the call for a meeting on November 21, 1895, of all persons interested in forming a Southern Baptist organization for young people. Undaunted by opposition from both within and without the ranks of Southern Baptists, determined delegates from ten states organized the Baptist Young People's Union, Auxiliary to the Southern Baptist Convention.

During this epochal two-day meeting, a constitution was adopted calling for the development of a distinctive Southern Baptist training program for young people. This program was to stimulate "their growth in knowledge of the Bible doctrine and ethics, of Baptist polity and history, and of missionary principles and enterprises; their development in spiritual life and Christian graces, their training in the best methods of Christian work, and their culture . . . in worship."² Maintaining a close relationship with the Southern Baptist Convention, the Southwide organization was to promote the formation and development of state and local B.Y.P.U. organizations.

Even the most discerning leader at the 1895 meeting could hardly have foreseen the development of the comprehensive training program conducted in our churches today. Yet the Atlanta meeting

marked the beginning of an effective Southern Baptist agency to promote the training of young people in the churches. It likewise marked the culmination of a series of events and developments during the preceding fifty years.

PIONEER MOVEMENTS (1844-1889)

The nineteenth century gave birth to sporadic efforts to develop organizations designed to train and give direction to the lives of young people. Begun in England in 1844, the Y.M.C.A. movement was launched in America in 1851. The Y.W.C.A. and other non-church organizations also evolved to help meet social and spiritual needs of young people.

Slowly churches began to recognize their responsibility toward young people. As early as 1848 a "Young People's Society" was functioning in the First Baptist Church of Rochester, New York. In 1853 a similar organization appeared in a Baptist church in Boston. Such organizations usually followed a revival. Conducted as prayer meetings, most of them died as soon as the enthusiasm of the revival waned.³

Some Baptist leaders emphasized the potential of weekly "Young People's Meetings" for training the young people. E. T. Hiscox in 1859 suggested that the pastor should attend and give the young people "needed . . . instruction."⁴ Others, like H. Harvey, suggested special classes for converts followed by enlistment in the work of the churches.⁵ Although Baptists and other denominations began to sense the needs of new members and young people in the churches, no unified effort was made to develop a distinctive young people's work during these early years.

A localized movement for training and utilizing young people originated in New York in 1876. By the end of that year, sixteen churches had organized "Young People's Baptist Unions." This

movement, however, appears to have been largely confined to the New York area.⁶

The Christian Endeavor, organized in 1881 by Congregationalist minister Frances E. Clark, became the first widespread church-related young people's movement. Young people in many denominations soon affiliated with the Christian Endeavor for it gave them a meeting of their own, specific activities, and an opportunity for spiritual growth. Within five years eight hundred and fifty Christian Endeavor Societies had been organized, representing eight denominations, thirty-three states, and seven foreign countries. Literature was produced for weekly meetings. International conventions attracted vast numbers of young people.

The desire for a denominational organization led the Methodists to withdraw from the above movement and organize the Epworth League in 1889 to unite the young people's societies in their churches.

Baptists likewise reacted against the failure of Christian Endeavor to relate young people directly to the local church and the denomination. Some saw the danger of Baptist young people being alienated from their denomination by affiliation with this inter-denominational organization. Many concluded that Baptists should assume responsibility for training their own young people. Gradually they began to form organizations to train young people and relate them to the church. As early as 1881 the pastor of Citadel Baptist Church in Charleston, South Carolina, organized a young people's society in his church. Some societies formed in these early years were patterned after Christian Endeavor, but young people and their leaders felt the need for a distinctively Baptist organization.

A NATION-WIDE BAPTIST ORGANIZATION (1890-1895)

Amid the protests of Christian Endeavor representatives, eighty Baptist leaders who were interested in the promotion of young people's work convened in Chicago on May 23, 1890. This conference laid the groundwork for a national organization. Committees appointed for each of the fifteen states represented returned home to assist active young people's organizations and to encourage the formation of new ones. The enthusiasm stimulated by this conference and the resulting activities led to the call for a national convention. The Loyalist, a weekly paper for young people, was launched privately in October, 1890. Later published as Young People at Work by The American Baptist Publication Society, this periodical in less than a year's time gained a circulation of almost twelve thousand.¹¹

Leaders of the movement called for a national convention. A total of 1,621 representatives from twenty-nine states and Canada convened at Chicago in July, 1891, and formed the "Baptist Young People's Union of America." Popularly known as the B.Y.P.U.A., the new organization defined its objective as "the unification of Baptist young people; their increased spirituality; their stimulation in Christian service; edification in Scripture knowledge; their instruction in Baptist history and doctrine; and their enlistment in all missionary activities through existing denominational organizations."¹² Unlike Christian Endeavor, B.Y.P.U.A. sought no control over Baptist young people through a central organization, but instead formed a federation of Baptist young people's societies for common purposes.¹³

Seventeen young people in the First Baptist Church of Charlottesville, Virginia, on November 23, 1884, organized a "Baptist Young People's Union," perhaps the first such organization in the South. Such organizations soon appeared in other parts of the country.

Under the leadership of O. W. Van Osdel, Baptists in Kansas by 1887 had launched the "Loyalist Movement," a Baptist organization for Baptist young people. The name was derived from the motto adopted: "Loyalty to Christ in all things, at all times." Leaders of the movement suggested that young people in the local church be organized as a department of the church.⁹

Unlike the "Y," Christian Endeavor, and other early youth movements, the Loyalist Movement gave major emphasis to the educational idea and less attention to the social aspect. It encouraged study of Bible doctrine, stewardship, and missions. The Kansas Convention endorsed the movement in 1888. Leaders in Nebraska and Wisconsin took steps to form Baptist organizations for their young people. By 1889 Baptists in Nebraska had organized the first state organization of Baptist young people.¹⁰ These initial organized efforts eventually led to the formation of other state organizations and a national movement.

Baptist churches, North and South, rallied under the leaders of the movement. In spite of indifference and opposition encountered in the beginning, the B.Y.P.U. within a few years was widely accepted as the pattern of organization for young people's work in Baptist churches.¹⁴ Registration at the annual B.Y.P.U.A. conventions reveals the rapid growth of the work. By 1896 the attendance reached a peak of 10,402.¹⁵

For more effective direction and promotion of the movement, the B.Y.P.U.A. in August, 1891, employed F. L. Wilkins as general secretary, with headquarters in Chicago. The Baptist Union, published by B.Y.P.U.A., contained information on missions and other material for the use of the local young people's organizations.

On October 3, 1892, the B.Y.P.U.A. launched the "Bible Readers' Course," designed to acquaint young people with the books of the Bible "by a continuous reading of them through a prepared outline in which a definite portion has been assigned for each day." A cycle completed every four years carried the student through the Old Testament once and the New Testament four times.¹⁶ A comprehensive system of study courses was developed later.

The national organization sponsored weekly B.Y.P.U. meetings in the churches. Program materials utilized interdenominational lesson topics but Baptist writers were secured to prepare the expositions for use in the local unions.¹⁷

Only twenty-two of the 1,621 delegates to the first national convention in 1891 came from the South. Ten Southern states sent representatives to the 1892 convention at Detroit.¹⁸ The Southern

states were organized as a distinct part of B.Y.P.U.A., known as the Department of the Green. Increasing numbers of young people's societies in the South affiliated with the B.Y.P.U.A. Many Baptists in the South, however, became convinced that Southern Baptists should project their own program of young people's work. This conviction eventually led to the formation of the B.Y.P.U., Auxiliary to the Southern Baptist Convention in 1895.

A SOUTHERN BAPTIST PROGRAM (1895-1917)

Messengers from twenty-six churches assembled at the Broadway Baptist Church, Fort Worth, Texas, in September, 1891, and organized the "Baptist Young People's Union of Texas," the first state organization for young people's work in the South.²⁰ By 1892 Arkansas and Maryland reported a state B.Y.P.U.¹⁹ Virginia Baptists organized a state B.Y.P.U. in 1893.²¹ The work spread rapidly and other Southern states soon launched state organizations.

This widespread interest stimulated the Southern Baptist Convention in 1893 to appoint a committee to report on the "best methods for the development of the young people of our churches." The Convention commended young people's work and adopted this committee's recommendation that whenever a local church determined that a young people's society would be helpful "for training its young people," such societies "should be constituted as are strictly Baptist and denominational and be under the sole authority of the local church without inter-denominational affiliation."²² Recognizing the need for published materials, the Convention requested the Sunday School Board to provide suitable literature for the work.²³

This action of the Convention resulted from a growing awareness of the importance of training. Periodically the Convention had enunciated the value of the Sunday school as a training, as well as teaching, agency of the church. It had emphasized the value of Sunday school publications as a means of training the young for Christian service. A Convention committee in 1892 declared

that adults, as well as children, needed to be "trained in God's Word and work."²⁴ In the years that followed the Convention gave increasing attention to this phase of denominational activity.

As instructed by the Convention, the Sunday School Board in January, 1894, began to publish the Young People's Leader, with I. J. Van Ness, editor. This twelve-page monthly publication provided for the study of weekly topics devoted to missions, doctrine, general church activity, and Christian living. Upon the suggestion of the Board, the Convention appointed another committee in 1894 to consider young people's work. The Southwide body adopted resolutions urging the churches to organize young people's unions to promote the study of the Bible, denominational history, doctrine, and work, and to stimulate development of Christian character and activity. These organizations were to be strictly denominational, under the control of the local churches, and supported by the churches. The formation of associational, state, and more general organizations was suggested.²⁵

Auxiliary to the Southern Baptist Convention

With the endorsement of the Southern Baptist Convention, provision of literature by the Sunday School Board, and encouragement from the B.Y.P.U. of America, young people's work spread rapidly in the South. Large numbers of the unions affiliated with the B.Y.P.U.A., as the Department of the Green, but sentiment grew for a Southern Baptist agency to promote and supervise the work.

Supporters of the B.Y.P.U.A. defeated an attempt in May, 1895, to form a separate Southwide B.Y.P.U. organization.²⁶ Later that

same year, however, leaders called for all persons interested in forming a Southern agency for young people's work to meet in Atlanta, Georgia, on November 21. From this conference emerged the Baptist Young People's Union, Auxiliary to the Southern Baptist Convention, with headquarters located in Birmingham, Alabama. Representatives from the states were elected as a Board of Managers.²⁷

In 1896 the Convention acknowledged a divergence of opinion among Southern Baptists regarding general organizations, but it endorsed this new organization and expressed hope for its success. It also approved as a major objective of B.Y.P.U. the "preparation of the young members for the work of Christ in the churches."²⁸ Recognizing the need for "trained leaders," the Convention called on the churches to utilize young people's unions for "developing a future membership intelligent, active, and tactful."²⁹

By joint agreement with the B.Y.P.U.A. in 1896, the new organization in the South absorbed the former's Department of the Green.³⁰ Members of the Board of Managers of the "B.Y.P.U. of the South" served for many years on the Board of the B.Y.P.U.A. The work of the two general organizations was further related through the adoption of the Baptist Union as a joint organ and the use of the B.Y.P.U.A.'s "Christian Culture Courses."³¹ B.Y.P.U. of the South thus co-operated with the B.Y.P.U.A., but maintained its own identity and took charge of B.Y.P.U. promotion in the South.

In 1895 there were about five hundred unions with a total enrolment of about twenty thousand members in the South. Through the work of the separate Southern Baptist organization, opposition

to B.Y.P.U. work gradually subsided. By 1900 most of the friction had been removed and B.Y.P.U. was growing rapidly in the South.³²

Developing B.Y.P.U. Materials

Developing patterns of B.Y.P.U. work in the South demanded improved curriculum materials. The principal interest of the average union began to center around the weekly devotional meeting. Leaders sensed the need for special literature since B.Y.P.U.A. educational courses were not adapted for this purpose. To meet this need, the Sunday School Board in October, 1900, began to publish the B.Y.P.U. Quarterly.³³ This periodical provided weekly curriculum material for the unions, based on topics jointly formulated by the B.Y.P.U.A. and other youth movements. Editor I. J. Van Ness secured Baptist writers to make three approaches to each weekly theme: (1) exegetical, (2) topical, (3) Bible reading outline. The Quarterly also offered guidance in conducting the weekly meeting, suggested ways to use this curriculum material, and encouraged individual participation by members in presenting parts on the program, reading the Scriptures, and presenting a paper on an assigned topic. Beginning in 1907 the Board began to develop its own curriculum topics for the weekly programs.³⁴ Studies included doctrine, Bible study, missions, stewardship, etc.³⁵

B.Y.P.U. was designed for ages seventeen and above, but it soon attracted large numbers of younger boys and girls to the weekly meetings. Leaders ultimately decided to form a "Junior B.Y.P.U." for youth below seventeen. The older group then adopted the name "Senior B.Y.P.U." By 1905 the B.Y.P.U. of the South called on the Sunday

School Board to publish special curriculum materials for the Juniors. With the approval of the Convention, the Board began to issue the Junior B.Y.P.U. Quarterly in October, 1908.³⁶ These early curriculum materials helped the B.Y.P.U. to become "an effective church method for training its members."³⁷

As B.Y.P.U. leaders sought to "develop the younger members of the churches spiritually, socially and intellectually,"³⁸ they sensed the need for training courses in addition to the weekly curriculum materials. The Convention in 1905 endorsed the Board's offer to develop and promote B.Y.P.U. study courses. Two years later the Board published The B.Y.P.U. Manual, by Landrum P. Leavell. This text became the basic tool in the organization and promotion of B.Y.P.U. work in the South. In 1908 the Convention authorized the Board to enlarge the scope of its B.Y.P.U. Study Course to include training in the Bible, Christian doctrine and history, church life and evangelism, and other denominational interests.⁴⁰ Training in Church Membership, by I. J. Van Ness, was issued in 1909. Other textbooks soon followed. The Board and the B.Y.P.U. of the South in 1909 appointed a joint Education Committee to be responsible for "outlining . . . courses of study and otherwise directing B.Y.P.U. education."⁴¹ From its beginning the Sunday School Board worked closely with the B.Y.P.U. of the South in the development of B.Y.P.U. materials and promotion.

Promoting B.Y.P.U. Work

State B.Y.P.U. organizations developed rapidly during the closing years of the last century. By 1902 nearly every state had an active

organization.⁴² Gradually state boards began to employ men to promote young people's work. State Sunday school secretaries often helped promote B.Y.P.U. work. Eventually some states formed a joint Sunday School - B.Y.P.U. department, while others organized separate departments with a secretary to give full time to B.Y.P.U. promotion. By 1915, Texas, Kentucky, Georgia, Oklahoma, and North Carolina had formed the latter. Other states had a joint department.⁴³

The Sunday School Board stimulated this statewide promotional work through its own field program and through financial aid. Soon after the Board launched a Sunday school field program in 1901, its field workers began to assist in B.Y.P.U. conventions and encampments, and to promote young people's work in general. The Southern Baptist Convention in 1907 directed the Board to assign one of its field secretaries to devote his time "to the development of the B.Y.P.U. in our churches."⁴⁴ Thus Landrum Pinson Leavell became the first Convention-wide B.Y.P.U. field secretary. The Board also assigned E. E. Lee of Texas to promote young people's work west of the Mississippi.⁴⁵ Field Secretary Arthur Flake under Convention directive in 1912 began to devote much of his time to promoting B.Y.P.U. work east of the Mississippi.⁴⁶

These Board field men co-operated with the state workers and B.Y.P.U. Executive Committee in planning and promoting young people's work. This joint promotional work contributed to the "growing popularity and rapidly increasing efficiency" of the B.Y.P.U.⁴⁷ By 1916 almost one fifth of the churches reported B.Y.P.U.'s. The 4,367 unions enrolled over 153,000.⁴⁸

As early as 1910 the Sunday School Board was giving financial aid to state B.Y.P.U. work. By 1915 the Board began to make an annual appropriation to the states with a full-time B.Y.P.U. secretary. This not only aided the work in these states but encouraged other states to secure a full-time worker and qualify for the aid offered by the Board.⁴⁹ The Board in 1917 adopted a policy to maintain and develop its own program for B.Y.P.U., but continued to cooperate with the state workers and give them financial aid.

Changing Patterns

During these formative years, methods of work underwent development and transition. B.Y.P.U. conventions were giving way to B.Y.P.U. assemblies and encampments. City-wide training schools were developed and utilized to train young people and their leaders. Churches gradually began to conceive of B.Y.P.U. as the church at work, training its young people.

The "group plan of organization" for the local union was devised for the development of each union member through individual participation. Members were divided into groups with a captain over each for planning and presenting weekly programs. Committees were formed to conduct the activities of the union between weekly meetings. Introduced by the Sunday School Board field workers, the group plan was adopted throughout the South. "It revolutionized B.Y.P.U. work."⁵⁰

L. P. Leavell revised the B.Y.P.U. Manual in 1914 to incorporate the group plan and to set forth the "Standards of Excellence" developed for both Junior and Senior B.Y.P.U.'s.⁵¹

Further development of the B.Y.P.U. Study Course and the Bible Readers' Course increased their popularity. By 1915 Georgia indicated that 90 per cent of its unions had adopted the Bible Readers' Course and 75 per cent the Study Course.⁵² The publication of E. E. Lee's Junior B.Y.P.U. Manual in 1915 helped to promote and standardize the development of Junior work. The launching of the Junior B.Y.P.U. Leaders' Quarterly in 1918 offered Junior leaders helpful guidance material.

Developing Closer Ties

Although organized in 1895 as an auxiliary with no official relationship to the Southern Baptist Convention, the B.Y.P.U. of the South progressively developed closer ties with it. Like the Woman's Missionary Union, it conducted annual sessions in conjunction with the Convention and reported on its work to the Convention.

With financial assistance from the Sunday School Board, the B.Y.P.U. of the South in 1909 employed Thomas J. Watts as its first corresponding secretary.⁵³ Watts worked closely with Board personnel in planning and promoting the work. Beginning in 1910 the Convention annually elected the officers and executive committee of the B.Y.P.U. of the South, although the organization retained its auxiliary status.⁵⁴ Thus from this point the Convention began to exercise some degree of supervision and control over its work.

As early as 1906 many Southern Baptists expressed hope that the direction of B.Y.P.U. work would be transferred to the Sunday School Board.⁵⁵ This sentiment continued to grow in view of the Board's B.Y.P.U. literature and field promotion. In 1918 the

Convention discontinued the B.Y.P.U. Executive Committee and committed to the Sunday School Board "full responsibility" for developing B.Y.P.U. work in the Convention territory.⁵⁶ The Board then established a "B.Y.P.U. Department" and elected L. P. Leavell as secretary.⁵⁷ The assignment of B.Y.P.U. promotion to a permanent institution of the Convention marked the dawn of unprecedented growth and development.

LAUNCHING A B.Y.P.U. DEPARTMENT (1918-1929)

For twenty-five years the Board had been helping to promote young people's work through its publications and through field work in co-operation with state forces and the B.Y.P.U. of the South. With the organization of a B.Y.P.U. Department in 1918, the Board took immediate steps to unify, stabilize, and develop young people's work throughout the Convention.

Steps Toward More Effective Work

Secretary Leavell recognized the importance of trained leadership for the development of B.Y.P.U. work in the South. His one associate in the Department, E. E. Lee, continued to work as general B.Y.P.U. field worker west of the Mississippi River with headquarters at Dallas, Texas. Earlier in the year Arthur Flake had resigned as general field worker east of the river.

Recognizing the need for co-operative planning and promotion of B.Y.P.U. work, the new Department in 1918 invited state B.Y.P.U. workers to Nashville for a special conference on B.Y.P.U. work. These leaders discussed the needs of young people and how B.Y.P.U. could more effectively minister to them. They studied B.Y.P.U. methods, publications, and promotion. Together they planned co-operative ways and means of enlisting and training Baptists for efficient service in the churches. This joint meeting was so helpful that the Board conducted a similar conference the following year,⁵⁸ and then made it an annual affair. By 1919 the Board was conducting in Nashville a "Normal School for vocational Sunday

school and B.Y.P.U. workers," a comprehensive four-week training course designed to prepare these workers for more effective leadership in the churches and in associational and statewide work.⁵⁹

Rather than build a large force in field workers, the Board helped to build effective B.Y.P.U. departments in the states.

When the Department was organized in 1918, Southwide and state B.Y.P.U. workers recognized that the association was the logical channel through which they could best reach and help all the churches. L. P. Leavell reaffirmed this conviction in 1922 when he declared that the seventeen thousand churches yet without B.Y.P.U. work could be reached "most effectively upon the associational basis."⁶⁰ These leaders took steps toward the formation of associational organizations. They encouraged young people in existing unions to visit churches without unions and help them organize a B.Y.P.U. The Sunday School Board provided free literature for this work. Most new work in rural areas was initiated through associational promotion. Joint promotion by state and Sunday School Board workers stimulated the growth of B.Y.P.U. work in rural and urban areas. By 1925 the number of unions had grown to 17,665 with an enrolment of 546,193, a gain of over 50,000 members during the past year. The enrolment represented one out of every six church members.⁶¹ B.Y.P.U. throughout the South was recognized as an effective training agency.

Enlarging the Scope

As B.Y.P.U. work grew in the churches, leaders formed multiple unions. Many churches began to organize unions for boys and girls

younger than the prescribed ages for the Junior (13-16) and Senior (17 +) unions. By 1922 Southwide leaders designated the unions for ages 9-12 as Junior B.Y.P.U.'s. The former Junior B.Y.P.U. was re-named Intermediate B.Y.P.U. Thus a third age group emerged out of the needs of the churches. To provide necessary curriculum materials, the Board began to publish a Junior B.Y.P.U. Quarterly and renamed the publication for ages 13-16 the Intermediate Quarterly. The Board also published leadership quarterlies containing guidance and resource materials for both Junior and Intermediate leaders.

Further grading in B.Y.P.U. work in the 1920's grew out of the need to provide some activity for the younger children and adults while the young people were attending B.Y.P.U. Some pastors recognized the potential training opportunity and began to conduct special classes for adults during the B.Y.P.U. hour on Sunday evenings. Adults often participated in weekly meetings of the Senior B.Y.P.U.'s, even in the early 1900's. Eventually leaders realized that separate unions must be organized for adults. The name "Baptist Old People's Union" was soon changed to "Baptist Adult Union," for these organizations formed in the 1920's. The provision of program materials for Adults by the Sunday School Board in 1929 further stimulated the development of Adult work.⁶² The B.A.U. soon became an "effective instrument for enlisting and training . . . men and women . . . in every phase of Kingdom life."⁶³

The founders of B.Y.P.U. envisioned no necessity for provision for children. When adults started participating in unions in such large numbers, provision for children below Junior age had to be made. By 1925 churches generally began to conduct a "Story Hour"

for young children who came with their family to the B.Y.P.U. or B.A.U. on Sunday evenings.⁶⁴ These early organizations offered activity and entertainment, but were not designed to provide a specific program of training as did the B.A.U. and B.Y.P.U. until later years. The growing number of graded organizations and multiplicity of unions eventually made a general organization imperative.

Developing a General Organization

Recognizing the need for a plan for supervision and leadership of three, four, and even five different age groups, some of the large churches employed full-time B.Y.P.U. directors. Other churches soon began to elect such officers to direct their B.Y.P.U. work. Secretary Leavell stated in 1922 that the B.Y.P.U. director emerged as the most significant officer since the advent of the group captain.⁶⁵ Churches charged the director with the responsibility for organizing a sufficient number of unions to enlist all members of the church in church membership training, developing leaders for the unions, and leading the unions to improve their work. By 1922 the B.Y.P.U. Department had begun to correspond with the directors, conduct conferences on methods, and publish guidance materials designed to aid these officers in their work.⁶⁶

Gradually churches began to elect other general officers and form a general B.Y.P.U. organization to co-ordinate the work of their multiple unions. Several states published materials to aid these officers. Alabama B.Y.P.U. secretary, J. E. Lambdin, published a pamphlet for this purpose in 1924 entitled "The Training Department of the Church." At the request of the Sunday School Board, Lambdin

expanded the pamphlet into a book. Published by the Board in 1925 as A General B.Y.P.U. Organization, this manual presented methods of work which had already proved successful in hundreds of churches.⁶⁷

This book, later revised as The Baptist Training Union Manual, helped the churches "to solve the problems of leadership, grading, enlargement, and efficiency."⁶⁸ Through the general organization, the once independent, self-perpetuating unions were eventually welded into one churchwide, co-ordinated training program. By 1928 about three thousand churches had organized a general B.Y.P.U. organization.⁶⁹

Publishing B.Y.P.U. Materials

Gradation, the development of a General B.Y.P.U. Organization, and needs of leaders made the publication of adequate curriculum and promotional materials imperative. With five quarterlies to prepare and additional literature needed for other age groups, Secretary Leavell of the B.Y.P.U. Department began to look for help. In 1925 he employed Jerry Elmer Lambdin as his associate. Lambdin brought with him to Nashville eight years' experience as B.Y.P.U. secretary of Alabama. He approached his new task with anticipation and enthusiasm about the future of B.Y.P.U. During the next four years he focused his attention on the development and improvement of B.Y.P.U. publications.

In 1926 the Department began to issue The B.Y.P.U. Magazine as a channel of communication with the unions and general B.Y.P.U. organizations. Through this monthly periodical, the Department promoted standardization, better methods, programs and social life,

soul-winning, enlargement, associational work, Bible reading, denominational loyalty, stewardship and missions, and vocational guidance.⁷⁰ It provided guidance materials for leaders and workers in the individual unions, the general organization in the churches, and the associational organization. Circulation passed the twelve thousand mark by the end of the first year. In addition to this promotional magazine, the Department also published numerous pamphlets on the work of union and general officers and committees, playlets for B.Y.P.U. demonstration and entertainment, and material on associational B.Y.P.U. work.

The Southwide Department sought constantly to improve its curriculum materials offered to the churches. Beginning in the 1920's, the lesson courses for the quarterlies were planned "in definite cycles, each a unit and yet each cycle correlated with those that followed in such a way as to make the course of study a liberal education in Baptist church life and devotional Bible study."⁷¹

The Department began to issue a B.Y.P.U. Year Book which included the lesson topics and Daily Bible Reading topics for the year.⁷²

Southwide leaders later developed an annual "Calendar of Activities" through which the Southwide B.Y.P.U. Department helped to "correlate . . . B.Y.P.U. activities and literature in the churches, associations and states."⁷³

As additional age groups expanded the scope of B.Y.P.U., new curriculum materials were developed. In January, 1929, The B.Y.P.U. Magazine began to include program material for adults. One year later the Board launched the B.A.U. Quarterly to meet the demand

of the 1,270 Baptist Adult Unions already in operation. Circulation of the latter totaled 140,000 during its first year of publication.⁷⁴

In addition to the weekly lesson courses, the Sunday School Board continued to publish textbooks for specialized training in B.Y.P.U. methods and the various phases of Christian training. By 1921 "Study Course Week" was being promoted by every state B.Y.P.U. department. It became an annual feature in the churches. New books were added to the course to provide for an expanding and unfolding program of church membership training. Manuals offered training for various age groups in methods. Other books provided for study in church membership, denominational life, stewardship, service and vocational guidance. A "B.Y.P.U. Administration Course" was launched in 1926 for B.Y.P.U. directors, general officers, age-group leaders, pastors, and committees. During that year the B.Y.P.U. Department issued a total of 128,389 awards for all its study courses.⁷⁵

From the beginning, B.Y.P.U. offered its members a Bible Readers' Course. This systematic plan for reading and studying the whole Bible was enlarged in 1918 by adding a two-year course of reading the Bible through by topics, with devotional comments on each day's readings. The former two-year course in reading the Bible through by books was revised and supplemented with daily comments in 1920. A one-year course through the New Testament was initiated in 1924. These courses were combined into a five-year plan of systematic Bible study. Published in the quarterlies, these daily readings encouraged individual Bible study and daily devotion.⁷⁶

For over a decade L. P. Leavell directed the growing work of the B.Y.P.U. Department of the Sunday School Board. These were eventful

years of growth and developing patterns of B.Y.P.U. work. E. P. Alldredge declared in 1928 that "no feature of Southern Baptist work has shown such an amazing and continuous growth as the B.Y.P.U. work."⁷⁷ During the last four years of his tenure, Secretary Leavell suffered from ill health. Much of the responsibility fell upon his associate, J. E. Lambdin. Upon Leavell's death in June, 1929, the Board turned to Lambdin to carry on the work.

TWO DECADES OF PROGRESS (1929-1949)

When J. E. Lambdin became B.Y.P.U. Department secretary in 1929, there were about 3,570 General B.Y.P.U. Organizations, 23,000 unions, and 500,000 members. Yet, over half of the 24,275 churches were unorganized for B.Y.P.U. work. Over 1,000,000 young Christians, ages 9-29, were unreached. Adult work was in its infancy. Associational B.Y.P.U.'s were functioning in 602 of the 912 associations.

The new secretary determined to help establish B.Y.P.U. work in every church. He projected plans "to enlarge and make increasingly effective the work in every church" through the General B.Y.P.U. Organization.⁷⁸ Such a program demanded trained leadership in the churches, associations, and states. It called for adequate curriculum materials. A departmental staff **must** be employed to help develop and promote the work. Under the guidance of J. E. Lambdin, the Southwide Department rose to meet the challenge of building a church training program.

Adopting a New Name

The evolving pattern of B.Y.P.U. work eventually made a name change inevitable. Organized originally for young people, B.Y.P.U. by 1929 had developed into a graded program of training for all ages. The emergence of the General B.Y.P.U. Organization, children's and adult work in the 1920's focused attention upon the need for a designation that would identify the work of all age groups meeting for training on Sunday evenings. B.Y.P.U. had become a "family affair."

Soon after becoming secretary, Lambdin suggested to his associates that "Baptist Training Union" would be an appropriate name for the General B.Y.P.U. Organization. Four years elapsed before Lambdin and his associates considered it timely to suggest the new name to the entire Convention. In June, 1934, the Sunday School Board approved the name change. By the end of the year, "Baptist Training Union" had been adopted throughout the South.

Growing a Staff

As the new secretary surveyed the field about him in 1929, he concluded that B.Y.P.U. work must be established in every church. B.Y.P.U.'s must be organized and graded for efficient work. Members must be enlisted. Leaders must be trained. Curriculum and administration guidance materials must be prepared. Such a program would require an adequate staff of editors and field personnel to work with state and associational leaders. Over twenty-five years elapsed before the Department fully realized this staff objective.

The staff in 1929 consisted solely of the secretary and E. E. Lee, long-time field worker who still resided in Texas. The economic crisis of those years prohibited employment of the workers needed. Mrs. Lambdin helped by editing Junior and Intermediate materials and doing field work, with little pay. Secretary Lambdin in 1930 secured the part-time services of Vanderbilt graduate student C. Aubrey Hearn. Three years later the Department employed Hearn and W. A. Harrell as associates.

Money was short in those days. Staff members worked far beyond the eight-hour day and five-day week. It was not uncommon for them

to edit materials for a periodical until late in the night while aboard a train en route to a field engagement.⁸⁰ Through their devotion to the work, the Department developed an enlarged ministry to the churches.

The rapid departmentalization of Training Unions in the churches in the 1930's intensified the need for age-group workers to offer guidance and assistance to church and associational leaders. The transfer of Clay I. Hudson from the Board's Department of Church Administration to the Training Union Department in 1936 gave the latter its first distinct age-group worker. Assigned specific responsibility for developing Adult work,⁸¹ Hudson served as director of Adult administration until 1949.

Junior and Intermediate leaders throughout the Convention received assistance from Mrs. Lambdin for many years before she was officially appointed as Junior and Intermediate editor in 1937. Like other members of the staff, she visited churches, associations, state conventions, and conferences to suggest improved methods, encourage leaders, and help develop more effective training programs in the churches.

Demands made on the Department by the churches required additional age-group workers. Elaine Coleman joined the staff in 1939 as director of Intermediate work. Versil S. Crenshaw, who succeeded her in 1944, served in this position until 1962. No special age-group worker for Juniors was employed until 1943, when the Department added Margaret Griffin to its staff. Frances Whitworth, director of Junior work since 1945, first served as associate editor of The

Baptist Training Union Magazine, 1939-1944. Mabel King Beeker, current assistant editor of the publication, began her work in 1948.

In 1939 the Department assigned C. Aubrey Hearn to the new post of director of Young People's work. A year later the Board transferred him to another department, but he returned to the Training Union Department in 1944 as associate editor of curriculum materials. Other directors of Young People's work during this period included Allen W. Graves, 1941-1942; J. Winston Crawley, acting director, 1943-1944; R. Maines Rawls, 1944-1953.

The evolving pattern of Story Hour work in the 1930's led the Training Union Department to add Thelma Arnote to its staff in 1941. As director of Story Hour work, she helped to develop this phase of Training Union work until her resignation in 1952.

The enlargement of the Department's associational work in 1936 called for a special worker to help develop this phase of Training Union promotion. Early Department associate, W. A. Harrell, conducted this work until 1940. He was succeeded in turn by Chester L. Quarles, 1940-1941; Joe Davis Heacock, 1942-1944; Leonard E. Wedel, 1944-1951.

Under the guiding hand of Secretary Lambdin, the Department gradually developed a competent staff to help the churches build an efficient training program for all ages. Staff members for many years carried the double load of field promotion and curriculum development. It was not until the final decade of Lambdin's administration that the editorial staff was enlarged to include editors for all age groups.

Expanding Curriculum

The enlarging scope of the church training program called for an expanding curriculum. The launching of the B.A.U. Quarterly in January, 1930, marked the beginning of an effort to provide a specific curriculum designed to train adults. From its beginning this periodical contained lessons on church membership, denominational life, stewardship, missions, Bible doctrine, and religious problems of adults. These materials helped the Baptist Adult Union train adults and enlist them in the service of their church. Secretary Lambdin stated that Baptist Adult Union "supplements our program of teaching, adding elements of instruction and training needed by all adults and making a well-rounded program of Christian education for our churches."⁸²

The Story Hour, created to provide activity for children under Junior age during the B.Y.P.U. hour, evolved in the 1920's. Regular program materials were not published for this age group until the middle 1930's. Resource materials for Story Hour workers were first published in the graded Sunday school materials for Primaries. To meet the growing demand of the churches, the Department in 1935 began to publish Story Hour materials in The Baptist Training Union Magazine. Two years later the Department launched The Story Hour Leader, a quarterly designed for use of both Primary and Beginner Story Hours. A special section for the Nursery Story Hour was added in 1941. The Story Hour Leadership Manual appeared in 1944.⁸³

Through its curriculum materials, the Baptist Training Union Department sought "to provide for each Baptist church the basic materials needed to train all its members in all the privileges

and duties of church membership, and equip them for victorious Christian living and aggressive service."⁸⁴ The Department's eight periodicals by 1944 reached an average quarterly circulation of 962,309.⁸⁵ The purpose of Training Union curriculum was defined in 1945 as "the enrichment of Christian understanding, the deepening of Christian character and conviction, the development of Christian habits and skills, the improvement of Christian service, and the full consecration of life to the work of the church."⁸⁶

The Department gradually enlarged the scope of the study courses offered to the churches. In 1932 for the first time, the study books for Seniors and Adults were arranged in ten categories or courses of study: Principles and Methods, Devotional Life, Church Membership, Church Activities, Soul-winning, Bible, Doctrine, Stewardship, Missions, Denominational Life. Junior and Intermediate courses were later arranged in ten similar categories. By directive of the Board, the study books formerly offered by the Church Administration Department were incorporated into the Baptist Training Union Study Course in 1935. That same year the Board approved plans for a fully graded Training Union Study Course from the Junior department up, with studies in "every phase of the Christian life, church life and denominational life, for every church member."⁸⁷

The Baptist Training Union Department in 1935 began to issue all study course awards directly to the churches from the Nashville office. Formerly, the Board had supplied the materials to the state departments for distribution. Books on recreation, the Christian home, and evangelism were added to the training course in 1937. The number of awards increased annually. Within only five years, 1936-1940, the

Department issued over a million awards.⁸⁸ In 1946 the 802,859 Training Union members earned a total of 323,965 awards.⁸⁹ The Study Course curriculum has been a potent factor in the growth and development of trained workers in Southern Baptist churches.

Convinced that good records help improve the quality of training, the Training Union Department has through the years published record materials for the churches. The original Five Point Record System was published by the Board until 1926. In that year the current Eight Point Record System, designed by T. C. Gardner in 1915, was adopted by all the states as the official record system.⁹⁰

Training Leadership

Trained leaders are essential to the success of any movement. Secretary Lambdin therefore planned and conducted a series of Convention-wide conferences to train B.Y.P.U. workers. Designed for pastors, educational directors, state, associational, city and local leaders, these conferences offered inspiration and information to all. The first such conference was held at Memphis, Tennessee, December 31, 1929 to January 2, 1930. Over fifteen hundred B.Y.P.U. workers flocked to the meeting.⁹¹

A second conference at Atlanta, Georgia, in 1932 registered 3,335 people representing every state in the South.⁹² The success of these initial midwinter conferences led the Southwide Department to sponsor similar training meetings in 1935 and 1940. Over seven thousand workers attended the Birmingham conference in 1935.⁹³

Recognizing the potential of a Southwide summer assembly for attracting church workers for special training sessions, Secretary

Lambdin and his co-workers conducted a Leadership Conference at Ridgecrest in 1934. The response of Training Union leaders encouraged the Department to conduct similar conferences at the assembly in 1935 and succeeding years. These conferences became increasingly popular. Annual registration exceeded that of any other conference held at Ridgecrest. By 1938 attendance had grown to 1,854. Since 1944 three Training Union conferences are conducted at Ridgecrest each summer. Leadership conferences were initiated at Glorieta Assembly in 1953.⁹⁴

Training Union Department workers also co-operated with state workers in conducting state and associational training schools and conferences. These conferences introduced church and associational workers to sound principles and tested methods which helped them do more effective Training Union work.

Reaching Out

From its beginning, the Training Union Department has championed the association as the best channel for achieving its objectives of enlargement and improvement. Secretary Lambdin stated in 1934 that the associational Training Union "develops a force of volunteer workers in the association who can conduct training schools, enlargement campaigns, conventions, and institutes."⁹⁵

In 1936 the Sunday School Board and state conventions jointly launched "a five-year Promotional Program, using the District Association as the major unit for promoting every phase of Sunday school and Baptist Training Union work."⁹⁶ To implement the program, Board workers met with all state Sunday school and Training Union secretaries to finalize plans and project goals and objectives for the program.

Two-day meetings were conducted in each state with selected leaders from each association "to study the possibilities of the District Association as a successful means of informing, encouraging and aiding these workers in undertaking and performing the various duties of promotional work."⁹⁷ These conferences succeeded in enlisting thousands of voluntary workers in the 906 associations to cooperate in this unprecedented promotional program. The publication of The Associational Baptist Training Union Manual in 1936 provided guidance and resource material for associational leaders. A quarterly "Baptist Training Union Bulletin," launched in 1936, has since provided a channel of communication with associational leaders.⁹⁸

W. A. Harrell was appointed director of the Training Union phase of the Five-Year Promotional Plan. The Department projected general and specific objectives for the campaign. By the end of the five-year period Southern Baptists had developed a deeper conviction "that the Training Union curriculum offers courses of study and training in which all Baptists should participate . . . that evangelism and training go hand in hand . . . that all Baptist churches can have graded Training Unions." The program also helped to speed up the transition from the "Young People Only" era to "All Church Members" era in Training Union work.⁹⁹

Results of the program were unprecedented. The enrolment gain of 250,459 brought the total to 919,689 by the end of 1940. Quarterly circulation of periodicals almost equaled the latter figure. Over 2,000 churches initiated Training Union work, bringing the total to 14,180. The number of graded Training Unions jumped from 7,884 to

11,597. Associational Training Unions increased to 809, a gain of 99. Study course awards totaled 1,160,858 for the five-year period.¹⁰⁰

Almost a year before the Five-Year Promotional Program was completed, state and Sunday School Board workers planned a Four-Year Program to climax in 1945. Over 48,000 people attended the associational conferences preparatory to launching the program. This four-year promotional effort resulted not only in numerical growth but also helped to inform churches regarding the place of Training Union in the educational program of the church, to coordinate evangelism and training, and to improve the quality of Training Union work.¹⁰¹ Following the two comprehensive promotional programs, state and Southwide leaders planned and promoted annual programs of work. They continued to use the association as a major channel of Training Union promotion.¹⁰²

Special Training Projects

Through the years Training Union has sought to provide for special training needs of the churches. Evolving emphases have developed into specific training projects which have become a vital part of the ministry of Training Union.

New Member Training

Conserving the results of evangelism became an early concern of Training Union. The organization was identified as a means of assimilating new members into the fellowship of the church; indoctrinating them; training them in stewardship; encouraging spiritual growth, individual development, and witnessing.¹⁰³ Churches were

urged to enrol new converts in Training Union so that they might be "trained in church membership." In co-operation with the Home Mission Board, the Training Union Department prepared materials to help churches promote "Big C Night" on the closing night of the Simultaneous Revivals, emphasizing "Conservation, Consecration, and Continuation in the work of soul-winning."¹⁰⁴

The promotion of "Doctrinal and Church Membership Week" in the churches helped to conserve the results of evangelism. At the request of the Training Union Department, James L. Sullivan prepared a handbook designed for new member training. Published in 1951, Your Life and Your Church provided a basic tool for orientation of new members. By 1953 the "class for new members" was widely adopted as a "regular part of the Training Union on Sunday evening."¹⁰⁵

Vocational Guidance

Training for Christian service has always been a major objective of Training Union. Lesson courses and study courses offered inspiration and guidance to young people in the choice of their lifework. These materials and the participation in Training Union encouraged large numbers of young people to make commitments to Christian service. As a result of a single lesson in the B.Y.P.U. Quarterly, January 15, 1920, over five hundred young people requested literature that would help them train for specific types of Christian vocations. The following year the curriculum material presented specific guidance regarding such vocations as the ministry, medical missions, teaching, evangelism, and other church-related work. The Department sent literature on vocational guidance to those requesting it, and

sought to encourage the volunteers to train themselves for the work to which they were called.¹⁰⁶ Curriculum materials have continued this emphasis through the years.

During Lambdin's administration, training courses in this area were developed such as Investments in Christian Living by W. R. Rigell (1930), Planning a Life by H. E. Watters (1935), and others.¹⁰⁷ The Department adopted as a major objective the challenge of life dedication to Christian vocations.¹⁰⁸ Training Unions became known as "ideal recruiting agencies" for Christian vocations. Southwide and state Training Union assemblies annually reported an increasing number of dedications to Christian service.

Youth Week

The initiation of "Youth Week" in 1937 offered young people specific training opportunities in church leadership and vocational work. This program conducted in the churches provided for the use of the young people in "all the official positions of church life for one whole week." The successful observance of "Youth Week" by a number of churches led the Sunday School Board to approve the project to be sponsored by the Training Union Department. Beginning in 1938 a specific week was designated each year as Southwide Youth Week.¹⁰⁹ Within two years Youth Week became such a popular feature that it was considered to be "a permanent institution in Southern Baptist churches."¹¹⁰

In co-operation with the Education Commission, a new feature called a "College Orientation Workshop" was incorporated into the activities of Youth Week in 1954. The following year Training Union forces launched an annual associational Youth Night.¹¹¹

Sword Drill and Speakers' Tournament

In more than forty-six years, the Sword Drill has functioned in Training Union development as "one of the most valuable devices used in Bible study." By teaching Intermediates efficiency in the use of the Bible, the Sword Drill has made a major contribution toward training effective Christian witnesses and church leaders.¹¹²

Since 1935 annual Speakers' Tournaments have been conducted at Southern Baptist assemblies. Local, associational, and state tournaments stimulate participation of young people in the event. Preparation and delivery of a brief speech on suggested topics has given valuable experience and training to thousands of young people each year.¹¹³

Christian Home Week

The Sunday School Board in June, 1939, adopted the suggestion of J. E. Lambdin that the Training Union and Sunday School departments jointly promote an annual "Christian Home Week" in the churches. First observed May 5-12, 1940, this special week magnified the home and encouraged the establishment of family worship, personal Bible study and private devotions, and the dedication of homes to Christ. Churches responded enthusiastically. Christian Home Week soon became an annual observance of the churches throughout the Convention.¹¹⁴

"M" Night

The associational Training Union organization has played a major role in the promotion of the entire Training Union ministry. Beginning in 1945, annual programs of Training Union work were launched through a mass associational meeting called Mobilization Night.

Better known as "M" Night, this annual December meeting has magnified Training Union work, stimulated enlargement, and encouraged improvement of the work in the churches.

"M" Night has intensified interest in Training Union throughout the country. Inspiration and information offered through these mass meetings has stimulated churches to develop more effective training programs. Encouraged to extend their influence, they have expanded their own organizations and organized new ones in other churches. Challenged by the presentation of the coming year's program, leaders have returned to conduct a more effective ministry of membership and leadership training in their churches. "M" Night has magnified special training features developed by the Training Union Department, such as the Sword Drill and Speakers' Tournament.

Winter rain, sleet, and snow have failed to dampen interest in this annual meeting. "M" Night has attracted increasing attendance each year. The number of churches represented in the meetings has increased from 4,250 in 1946 to 22,322 in 1961. During this same period attendance has grown from 75,964 to 553,513. Recognizing the value of this promotional and training meeting, pastors have attended in increasing numbers. The 1,114 reporting associations in 1961 counted 16,792 pastors present. "M" Night observance has annually proved the wisdom of those who initiated it seventeen years ago.

Training Union in Other Lands

Training Union was by no means confined to the United States. Foreign missionaries recognized the potential for training converts

on their fields. As early as 1920 B.Y.P.U. work has been established in Brazil.¹¹⁶ By 1932 the Brazilian Baptists were operating a Sunday School and B.Y.P.U. Board and were publishing a B.Y.P.U. quarterly with a circulation of about 2,700.¹¹⁷ Training Union work was gradually established in other South American countries during the 1930's, and in Italy, Mexico, Japan, and other parts of the world.¹¹⁸ By 1952 there were 1,228 Training Unions with a total of 31,188 enrolled in twenty-five foreign countries.¹¹⁹ Such expansion and growth has continued unabated.

As never before Southern Baptist missionaries are promoting Training Union work on their fields as a regular part of their program of religious education. The Training Union Department has for several years sent lesson course manuscripts to publishing houses around the world for translation into other languages. Department personnel at the invitation of the missionaries, has toured other lands to interpret Training Union principles, methods, and materials and help promote the work.¹²⁰

TEN YEARS OF EXPANSION (1950-1959)

The final ten years of J. E. Lambdin's administration was marked by expansion of the Department staff, curriculum materials, promotional work, and Training Union membership. At the end of 1949 the Department staff numbered ten professional personnel. Circulation of the eight periodicals totaled 1,702,923 and study course awards 415,766. The 14,450 churches with Training Unions enrolled 1,235,638.¹²¹ Within a decade, almost every phase of the work had doubled.

Promoting the Work

The unprecedented growth of Training Union membership in the late 1940's resulted in a rapid development of departmental work in the churches. Multiple departments in each age group were formed in the larger Training Unions. Many smaller churches departmentalized their organizations for the first time. This rapid expansion also demanded closer grading and improved methods and materials.

The potential of graded work with younger children led Secretary Lambdin to enlarge his staff to provide adequate leadership for this phase of Training Union work. By 1950 the "Story Hour" had become three distinct departments: Nursery, Beginner, and Primary. When Thelma Arnote resigned as director of Story Hour work in 1952, Ann Huguley was appointed director of Nursery-Beginner work. LaVerne Ashby joined the staff that year as director of Primary work.¹²² The Department further expanded its staff with the appointment of Nora Padgett as director of Beginner work and Florrie Anne Lawton as director of Nursery work in 1955.¹²³

These additions to the staff for the first time gave the Training Union Department a director of Training Union administration for each age group. The Nursery, Beginner, and Primary workers, through the development and promotion of better methods and materials, led in the improvement of the ministry of Training Union to young children through a Bible-centered, child experience-centered program.

By 1953 the Department began to promote the organization of married Young People's unions and departments, a movement which emerged in the 1940's. J. Carlton Carter, present director of Young People's work, joined the staff in 1958. Robert S. Cook, current director of Adult work, began his service in 1952.

The association continued to be the key channel through which the state and Convention-wide leaders sought to reach and help the churches. Harvey T. Gibson, after serving as director of Adult work for one year, became director of associational work in December, 1952, succeeding Leonard Wedel. In co-operation with state forces, Gibson led in planning and conducting annual associational planning meetings in all the states. State and Convention-wide workers launched a campaign in 1954 for the establishment of Training Unions in three thousand more churches and the enrolment of four hundred thousand new members. Simultaneous associational enlargement campaigns stimulated Training Union growth and improvement. By 1955 over 95 per cent of the 1,029 associations were organized for promoting Training Union work. To provide guidance for these organizations, Gibson prepared The Associational Baptist Training Union Handbook (1955) which replaced the Associational Baptist Training Union Manual published in 1936. ¹²⁴

A major step toward correlating Training Union field work was taken in 1955 when the Department formed its age-group workers and the new director of associational work, R. Maines Rawls, into an Administration Section.¹²⁵ Under the supervision of Director Harvey Gibson, this group planned and promoted an effective field program.

Through study and consultation with leaders in the states and associations, the administration workers of the Training Union Department developed and promoted improved methods and techniques of work. They offered information and guidance to leaders in the churches and associations through The Baptist Training Union Magazine, the "Baptist Training Union Associational Bulletin," the state papers, and millions of tracts, posters, plan books, visual aids, and other materials. Specific visual aids were suggested for use with the curriculum materials each month. An increasing number of films and filmstrips were produced on Training Union methods and promotion. Since 1957, James L. Murphy, director of audio-visual aids, has helped to develop and promote the use of these materials. Margaret Sharp, co-ordinator of audio-visual aids, was appointed in 1959 to assist in this work.

The administrative staff continued to work with state and local leaders in promoting special features such as the Young People's Speakers' Tournament, Intermediate Sword Drill, Youth Week, associational Youth Night, and Christian Home Week. The annual associational "M" Night was further developed as an effective means of promoting improved Training Union work.

In 1954 the Department launched the Military Service Membership Plan. This program helped the churches to keep in touch with members in uniform to encourage their growth as Christians and church members while away from home.¹¹⁵ Since 1958 a joint Training Union and Sunday school ministry to college young people and service men and women has been promoted through the organization of Young People Away departments. The Sunday School Department promotes this work in co-operation with the Training Union Department.

In annual meetings Convention-wide and state workers developed plans for stimulating the organization of Training Unions in every church and encouraging more people to participate in Training Union. The staff contributed to leadership training through assisting in state and regional clinics, conventions, assemblies, age-group conferences, associational workshops, Southwide assemblies, and other conferences. In 1958 the Training Union Department began to cooperate with the Church Administration Department of the Board in planning and sponsoring an annual associational Clinic for Church Officers and Committees.

Providing Curriculum Materials

Rapid growth, departmentalization, and other developments inevitably resulted in a call for an enlarged and improved Training Union curriculum. For over twenty years Secretary Lambdin carried a major share of the editorial load. Associate editor Hearn; Junior-Intermediate editor, Ina Smith Lambdin; field workers; and others had shared this responsibility. During the last ten years of his administration, however, Dr. Lambdin developed a competent

staff of editors for each age group. By 1956 the Department had added to its staff Mrs. Doris Monroe as editor of Primary lesson materials, Raymond M. Rigdon as supervisor of all lesson materials and editor of Adult lesson courses, Mrs. Alma May Scarborough as editor of Nursery and Beginner periodicals, and Rice A. Pierce as editor of Young People's lesson courses. These new workers, together with Mrs. Lambdin, Junior-Intermediate editor, were organized as the Lesson Courses Section of the Training Union Department under the supervision of Rigdon, editor in chief of Lesson Courses.¹²⁶

Prior to this action the editors had formed a Department of Training Union Curriculum in the Editorial Division of the Sunday School Board. Dr. Lambdin served in the dual role of secretary of the Training Union Department and secretary of the Department of Training Union Curriculum. The appointment of Marie Hedgecoth as Beginner editor in 1957, Richie Harris as Junior editor, and LeRoy Ford as Adult editor in 1959 gave the Department a full-time editor for each age group.

The staff of editors developed and expanded the Training Union curriculum materials to meet the growing needs of the churches. In January, 1950, the Department discontinued The Story Hour Leader and began to issue The Primary Leader and The Nursery-Beginner Leader. In 1957 the latter was divided into two periodicals, the Church Nursery Guide, jointly published with the Sunday School Department, and The Beginner Leader. The trend toward more closely graded periodicals continued through the 1950's. Separate Intermediate quarterlies for ages 13-14 and 15-16 were first released in January, 1952. Two graded Junior quarterlies first appeared in October, 1955.

The following year the graded curriculum was further expanded with the publication of Baptist Young People and Baptist Married Young People, Baptist Young Adults and Baptist Adults. New quarterly materials initiated in 1956 for parents with small children were Every Day with Nursery Children, Every Day with Beginners, and Every Day with Primaries. The Nursery periodical was replaced in 1957 by Living with Children, a joint publication of the Training Union and Sunday School departments. The Department began to issue the Training Union Quarterly for the Deaf in 1958.¹²⁷

These graded curriculum materials were designed to help each Baptist to become a more intelligent, capable, effective church member. Prepared to provide a spiritual diet for continuing spiritual growth, these materials have focused attention upon the basic areas of Christian concern. Allen W. Graves, dean of Southern Seminary's School of Religious Education, in 1959 expressed the view that "the Training Union lessons, built year after year around twelve major themes vital in Christian living, have been one of the chief reasons for the unity, stability, doctrinal soundness, and progressive, missionary program that characterizes Southern Baptists."¹²⁸

Traditionally, lesson courses were built around annual and monthly themes. During the 1950's one-year courses of study were developed by units around major areas involved in training in church membership. This has made possible a more balanced course of study than was possible under the former plan. Young People's and Adult courses were constructed around twelve basic areas of study: The Bible; Doctrine; Evangelism; The Church; Christian Fellowship;

Stewardship of Life; Missions; Denominational Life; Courtship, Marriage, and Christian Home Life; Christian Citizenship; Christian Morality; and Development of Spiritual Life. Periodicals for Juniors and Intermediates were built on units of study in four major areas.¹²⁹

In addition to basic resource material the Department offered in its quarterlies, for all ages above Primaries, specific suggestions "designed to help growing persons to utilize the aim and printed material of the program in meaningful learning experiences."¹³⁰ Suggestions for alternate programs, designed for more creative persons, provided a third approach in program planning, but by no means a new one. Alternate program suggestions have been included to some extent in curriculum materials since the first issue of the B.Y.P.U. Quarterly in 1900.

Throughout its history, the Department has given major emphasis to systematic daily Bible reading. In 1955 the quarterlies began to carry new references selected and new comments prepared for the Bible Readers' Course. The basic framework of the five-year cycle was continued. The complete cycle includes two years of reading the Bible through by books, two years of topical reading, and one year of reading through the New Testament. Since 1959, Junior quarterlies have carried Bible references and comments especially designed for this age group.

By the end of 1959 the quarterly circulation of Training Union periodicals exceeded three million copies. Dr. Graves further declared:

Through the study of these materials many Southern Baptist leaders felt their first impulse to respond to God's call to some church-related ministry. In discussing these lesson materials, immature, shy, and uninformed church members have developed into intelligent, informed Christian leaders, skilled in the art of expressing themselves and in the art of leadership. Sunday school teachers and officers, deacons, and other church officials have been schooled in the fine art of responsible participation and inspired and strengthened by habits of daily Bible study. They have provided the lay leadership that has helped to make our Baptist churches true to the Bible, strong, progressive, and missionary minded. 131

From the beginning the correlation of the work of the administrative workers and age-group editors has facilitated Training Union development and growth. Editors do a limited amount of field work. Administrative workers make some contribution toward curriculum planning. The editors and administrative workers with each age group maintain a consultative relationship.

Training Union textbooks continued to play a vital role in the church training program. Through the study of these books millions of Southern Baptists have learned to be more effective members and leaders in their churches. These materials have influenced the missionary spirit, ethical practices, doctrinal convictions, faithfulness in stewardship, and spiritual growth of Baptists through the years. Books on principles and methods have stimulated a uniform and effective pattern of Training Union organization and work throughout the Southern Baptist Convention. 132

C. Aubrey Hearn was appointed in 1953 as director of the Training Union Study Course. He and his co-workers discovered needs, selected titles, recruited and trained writers, and edited manuscripts for new textbooks, and revised old ones. By 1955 this

Through the study of these materials many Southern Baptist leaders felt their first impulse to respond to God's call to some church-related ministry. In discussing these lesson materials, immature, shy, and uninformed church members have developed into intelligent, informed Christian leaders, skilled in the art of expressing themselves and in the art of leadership. Sunday school teachers and officers, deacons, and other church officials have been schooled in the fine art of responsible participation and inspired and strengthened by habits of daily Bible study. They have provided the lay leadership that has helped to make our Baptist churches true to the Bible, strong, progressive, and missionary minded. 131

From the beginning the correlation of the work of the administrative workers and age-group editors has facilitated Training Union development and growth. Editors do a limited amount of field work. Administrative workers make some contribution toward curriculum planning. The editors and administrative workers with each age group maintain a consultative relationship.

Training Union textbooks continued to play a vital role in the church training program. Through the study of these books millions of Southern Baptists have learned to be more effective members and leaders in their churches. These materials have influenced the missionary spirit, ethical practices, doctrinal convictions, faithfulness in stewardship, and spiritual growth of Baptists through the years. Books on principles and methods have stimulated a uniform and effective pattern of Training Union organization and work throughout the Southern Baptist Convention.¹³²

C. Aubrey Hearn was appointed in 1953 as director of the Training Union Study Course. He and his co-workers discovered needs, selected titles, recruited and trained writers, and edited manuscripts for new textbooks, and revised old ones. By 1955 this

graded course had grown to seventy-five books. The Study Course Section in 1958 issued a total of 805,856 awards. It was arranged in ten categories.

After years of study and preparation, the Sunday School Board in 1959 merged the Training Union, Sunday School, and Church Music study course into a correlated "Church Study Course." The Training Union Department has continued to prepare books in its assigned areas. That same year the Convention approved the designation of the third week of March as an annual "Church Membership Study Week."¹³³

Informal age-group conferences for all the personnel of the Sunday School Board working with specific age groups have been organized during recent years. Discussion of common problems, research on mutual projects, and joint planning have contributed to the correlation and improvement of published materials and promotional work of the various departments of the Board.¹³⁴

Closing a Thirty-Year Ministry

Dr. W. L. Howse wrote in 1959:

The progress of the Training Union is one of the most impressive records in denominational history. In a little more than half a century the B.Y.P.U. movement, limited at first to young people, has expanded to become the church's basic agency for training its members in church membership. It has grown in membership from a small number of young people to two and a half million members of all ages, or a ratio equal to one Training Union member for every three resident church members. 136

For more than a third of a century, J. E. Lambdin played a major role in this phenomenal development.

During the thirty years of Lambdin's administration, 1929-1959, Training Union enrolment increased four times as much as it had in

all the preceding years of its history. Not only did Training Union grow; it was also a "major factor in the growth of Southern Baptists."¹³⁶

The most rapid growth occurred during the last decade of Secretary Lambdin's administration. It took about fifty-eight years to reach the first million in Training Union enrolment. In the ten years following 1948, the enrolment increased another million and a half. In this same decade the number of churches with Training Unions increased from 49 per cent to 75 per cent. This gain was made even though the number of churches had increased by 4,676 during the same period.¹³⁷

Even more significant are "the multiplied thousands of the products of the Baptist Training Union. They are in the pulpits, on the mission fields, in religious education and music, and in positions of leadership in the churches over the land as lay workers."¹³⁸

Many factors combined to make these achievements possible. The wise, courageous, and untiring leadership of J. E. Lambdin guided the development of Training Union from 1929 until his retirement at the end of 1959. At that time Dr. James L. Sullivan stated that it would be "impossible to exaggerate" the part Dr. and Mrs. Lambdin had played in the growth of this organization. He wrote, "Achievements like those wrought in Training Union can come only where there has been outstanding vision, unquestioning dedication, and a devoted corps of fellow laborers. Too, enough time must have elapsed for plans to unfold and dreams to come true. All these the Lambdins have experienced in full measure."¹³⁹

The development of an adequate administration and editorial staff contributed largely to the expansion and the improvement of Training Union work. Planning and implementing an effective program of Training Union work would have been impossible without the aid of the state Training Union secretaries and their workers. The development and improvement of periodicals, textbooks, and other materials to aid the churches in building a church training program were likewise vital links in the chain of progress.

On December 28, 1959, Southern Baptists returned in force to Atlanta, Georgia, where sixty-four years earlier the B.Y.P.U. of the South had been born. For three days over seven thousand persons received information and inspiration at the 1959 Southern Baptist Training Union Convention. This historic meeting provided a fitting climax to the ministry of retiring Secretary Lambdin.

On January 1, 1960, J. E. Lambdin passed the torch of leadership to Philip B. Harris. Within a few weeks after his retirement, "Mr. Jerry," as he was affectionately known by hundreds of his friends, suffered a fatal heart attack. His death on January 24, 1960, closed the fruitful ministry of this devoted layman. The December, 1959, issue of The Baptist Training Union Magazine, which was dedicated to the Lambdins, contained this prophetic statement by Gaines S. Dobbins:

"The end" must at length be written in the story of every life. Retirement marks the bend in the road on the home-stretch. But the end can never come for Jerry Lambdin-- he will live on in the ever-enlarging circles through the influences which he has set in motion by his life of creative and devoted service. 140

In a similar spirit Dr. James L. Sullivan wrote: "J. E. Lambdin will be remembered in the annals of Southern Baptist history as 'Mr. Training Union.' Vigorous, persistent, and thorough, he has done his work well."¹⁴¹

TRAINING UNION IN TRANSITION (1960-1962)

The new leader of Southern Baptist Training Union forces, Philip B. Harris, was no stranger to his new responsibilities when he succeeded J. E. Lambdin January 1, 1960. Active in Training Union through the years, he had served for five years as state Sunday School and Training Union secretary in Illinois. Dr. Harris was well acquainted with the Sunday School Board through his work as Young People's superintendent in the Sunday School Department, 1943-1949. He also brought to his new task ten years' experience as professor of religious education at Southwestern Baptist Theological Seminary. Thus he had helped to train pastors and other vocational workers in sound principles of religious education.

Under the direction of its new captain, the team of Training Union workers has advanced in the development and promotion of an increasingly effective program of training in the churches.

Determining Objectives and Programs

The Training Union Department in 1960 began to make a comprehensive study of itself and its work. Like other departments of the Sunday School Board, it made a critical analysis of its purpose, objectives, methods, and activities. Present programs were evaluated in the light of the needs of the churches. Out of long months of intensive study, research, and conferences with Training Union leaders in the states, associations, and churches, has come a refined statement of Training Union objectives and a program structure designed to reach them.

By the end of 1961 the following statement had been adopted:
"The objective of the Program of Training Union Work is to discover, develop, and promote principles and methods for the establishment, enlargement, and improvement of Training Unions in the churches."¹⁴²

This basic program is to be implemented through comprehensive subprograms of Research (discovery), Program Design (development), and Field Services (interpretation).

Specific objectives regarding the ministry of the Training Union Department were formulated. The Department determined to discover the requirements of churches and to develop suggested objectives for the training program of the churches in their tasks of:

- (1) Interpreting systematic theology and ethics, Christian history, and church polity and organization.
- (2) Giving orientation to new church members.
- (3) Training church members in the performance of responsibilities as church members.
- (4) Discovering, recruiting, and giving special training to potential leaders for the church.
- (5) Providing organization and leadership for special projects of the church.
- (6) Providing and interpreting information regarding the work of the church and denomination. 143

The Department also purposed to develop:

. . . suggested study content, educational activities, procedures, emphases, etc. for use in the Training Union program . . . suggested principles and methods of administration for use in the Training Union . . . suggested organization for implementing the Training Union program in the churches . . . suggested standards for evaluating the Training Union program in the churches . . . procedures by which the Training Union may be used to support other specific programs and projects of the church . . . procedures for providing and interpreting information regarding the work of the church and denomination. 144

Implementation calls for the Department "to interpret to churches directly and in co-operation with associations and state conventions the programs of Training Union work; use of curricula and other resources; educational procedures and administration."¹⁴⁵ These objectives are designed to help chart the course of Training Union work in the years ahead.

Departmental Reorganization

The comprehensive study made by the Training Union Department revealed the need for some reorganization of its work. Enlarged responsibilities required additional workers. New positions were created to provide leadership for accomplishing the enlarged scope of Training Union work.

The Department in 1961 transferred C. Aubrey Hearn, director of training, to a newly created position, associate editor in chief. He helps evaluate Training Union manuscripts, but his major assignment is editing Open Windows. Responsibility for this devotional periodical was transferred to the Department in 1961. Hearn also edits the Bible Readers' Course.

In August, 1962, Versil Crenshaw, former director of Intermediate work, was appointed director of training.

Betty Jo Corum succeeded Mrs. Lambdin, who retired as Intermediate editor in 1960. Reorganization and co-ordination of secretarial work and office procedures led to the appointment of Kenneth McAnear as office supervisor. In February, 1962, Lamar Maffett joined the Department staff as editor of administration materials, a new position added in 1962. Bobby R. Taylor was appointed director of Intermediate work, effective January 16, 1963.

Although the Training Union had for many years encouraged churches to conduct a class for new members, a major step was taken to develop an adequate program in this area in 1961, with the appointment of Earl Waldrup as director of new church member training. He is responsible for developing methods, materials, and resources "to enlist new church members and orient them to the total church and denominational program."¹⁴⁶

The Sunday School Board in 1962 transferred its Program of Vocational Guidance to the Training Union Department. Lloyd Householder, vocational guidance counselor, and Betty Ferrell, editor of vocational guidance materials, formerly affiliated with the Education Division staff, joined the staff of the Training Union Department in July, 1962. The Program of Vocational Guidance had been launched in 1960 when Householder was appointed counselor.

The redefining of objectives, changes in departmental structure, and enlargement of the staff have helped to prepare the way for Training Union enlargement, improvement, and better leadership training.

Training Union Enlargement

Throughout its history the Training Union Department has placed a major emphasis upon enlargement. In co-operation with state and associational forces it has waged a perennial campaign to get a Training Union established in every church. In spite of these efforts, over seven thousand churches in 1961 reported no Training Union. Fired by this challenge, the Training Union forces throughout the land in September, 1961, endorsed a campaign to organize

Training Union work in these churches.¹⁴⁷ Through this joint effort, the Department hopes to reach its long-time goal of a Training Union in every church.

Although about 80 per cent of the churches reported Training Unions in 1960, these organizations enrolled only 2,664,730 or 27 per cent of the members of these churches. The Training Union Department has continued its efforts to change that picture. Enrollment increased to 2,724,369 in 1961.¹⁴⁸

Through research and conferences with key leaders, the Department has sought to discover new approaches to Training Union enlargement. Nine major clinics and workshops planned and conducted by the Department in 1960 aided over six hundred churches in adding approximately one thousand new units of organization and enlisting more than thirteen hundred new leaders.¹⁴⁹ Through four statewide workshops and the Glorieta and Ridgecrest conferences conducted in 1961, over 16,500 persons were enrolled in the study of principles for enlargement. The Department also helped to promote enlargement principles and plans at eighty state and associational meetings. Special briefing meetings, designed to train key leaders for meetings in every association of the states involved, were conducted in twelve states.

Unlike in the early years of the Department, Convention-wide field workers today do not participate in local enlargement campaigns. They concentrate instead upon conducting regional, state, and area meetings through which they train leaders for church and associational work. Special emphasis is given to pastor-led enlargement campaigns. The Department offers guidance and resource

materials through the pages of The Baptist Training Union Magazine, special brochures, and revised promotional materials.¹⁵⁰

Training Union Improvement

A significant trend during the 1960's has been an increasing emphasis on the improvement of Training Union work. Although the Department through the years sought to develop better methods and materials, it gave major emphasis to enlargement--getting a Training Union in every church and getting every church member enlisted in the organization. Local, state, and Convention-wide leaders have expressed growing concern for improved materials and methods of work.

Leadership Training

The Department has accepted responsibility not only to train Training Union leaders but also to help the churches discover and recruit for training potential leaders for the churches. The annual associational clinics for church officers and committees, jointly sponsored with the Church Administration Department, enrolled over twelve hundred in 1961.

Youth Week in the churches has helped to train potential church leaders. During each of the past two years the Department has enrolled over six thousand Training Union leaders or future leaders in special training classes. The nine major clinics and workshops conducted in 1960, which enrolled over twelve thousand workers, reached key leaders in a broad area.¹⁵¹ Similar conferences met with like success in 1961 and 1962.

In keeping with a recent trend toward co-ordination in denominational work, the Training Union Department in 1961 joined with the Sunday School and Church Music departments in conducting two experimental associational training conferences in Mississippi. Regional training clinics enrolled over five thousand workers. State workshops and numerous leadership conferences provided specific training for leaders in over twenty-five states and Canada.¹⁵²

Much of 1961 was devoted to research. Department personnel conducted surveys, conferences, and special studies to discover the requirements of churches, associations, and states in Training Union work and how they might be met. On the basis of these findings, an improved program structure is being developed. More attention than ever before is being given to interpretation of Training Union materials, programs, methods, and other resources.

Curriculum Development

Major consideration has been given to constructing courses which would be of maximum effectiveness in meeting specific needs of members of each age group. The Department has developed a more flexible curriculum to meet these needs.

Beginning in October, 1963, for example, Adult quarterlies will include one undated alternate lesson each quarter. Content material will be included also for an alternate unit of study. The latter can be used for special midweek studies, or in lieu of the dated program materials in the quarterlies for a period of several weeks.

Resource units also are providing greater flexibility in the curriculum. Written especially for discussion leaders, the resource unit has been defined as "a collection of suggested discussion plans

and resource materials, organized around a central theme." It offers a choice as to problems for discussion and materials and methods for use in solving problems. Groups may choose from these and other resources for planning their learning experiences.

Graded resource units on evangelism will be available for the first time in January, 1963. Entitled Intermediates Learning to Witness, Young People Learning to Witness, and Adults Learning to Witness, the resource units may be used instead of a unit in the quarterlies. The resource units are a first for the Training Union Department. They were produced in close co-operation with the Home Mission Board's Division of Evangelism.

Different types of curriculum materials are being developed to help meet the requirements of the churches for training more effective church members and leaders. Plans have been approved for 1963 to organize Training Union curriculum materials into three series: The Southern Baptist Membership Training Series, The Southern Baptist Special Training Series, and The Southern Baptist Training Union Leadership Series.

The basic framework for the balanced course of study offered through the quarterlies has been redesigned. Beginning in 1964, lesson courses will be constructed around five study programs: Responsibilities as Church Members, Church Organization and Polity, Christian History, Christian Ethics, and Theology. Units of study will vary in length from four to thirteen weeks. The latter change will make possible more intensive study in basic areas than could be done under the former plan of short units of study.

To help unions plan for meaningful group learning experiences, the Department has developed six basic steps in programing: (1) Understand the relationship of the program to the unit; (2) Select an appropriate learning objective; (3) Determine the best methods; (4) Select appropriate learning aids; (5) Plan follow-through activities; (6) Evaluate results of learning.¹⁵³

First introduced at the Southwide Training Union Convention in December, 1959, these principles provide guidance in the use of curriculum materials essential to improving the basic function of Training Union. The Department conducted its first "Group Learning Clinic" in Memphis, Tennessee, February 12-16, 1962. Over eighteen hundred key persons participated in this conference, which was designated to train leaders through actual participation in the steps necessary for effective learning in Training Union.¹⁵⁴ Leaders who participated in the clinic indicate that it may well prove to be one of the most significant meetings ever conducted for the improvement of Training Union work.¹⁵⁵

Since its beginning over seventy years ago as a youth movement, Training Union has developed into the church's basic agency for training its members in the fundamentals of Christian living and service. W. L. Howse wrote in 1959: "Growth and improvement have been key words in Training Union progress since the beginning of the movement. In view of past developments, the Training Union should grow and advance at an accelerated pace."¹⁵⁶ In the two years that have since passed, the Convention-wide Department has redefined its purpose and objectives and projected an enlarged

ministry to the churches, associations, and states. Through its programs of discovery, development, and interpretation, the Department forges ahead to become an ever increasingly useful agency among Southern Baptists.

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