

1 times at least 51% of all Directors of the
2 Common Services Corporation of the
3 United Church of Christ;

- 4 (i) General Minister and President, and
5 Associate General Minister. The General
6 Minister and President will serve as
7 Chairperson; the Associate General
8 Minister will serve as Vice Chairperson
9 (i) at least one representative from each
10 Covenanted Ministry (other than the
11 Office of General Ministries) and a
12 representative from the Affiliated Minis-
13 try, the Associated Ministry, and the
14 Council for Health and Human Service
15 Ministries, each nominated by the
16 respective Ministry.
17 (i) such individuals possessing pertinent
18 operational expertise as may be elected
19 by the voting membership of the Com-
20 mon Services Corporation of the United
21 Church of Christ;
- 22 c) The Board of Directors shall appoint such
23 committees, with such responsibilities, as it
24 deems necessary to carry out its work.
25 d) The membership of the Board of Directors
26 shall reflect the commitment of the United
27 Church of Christ to be a multiracial and
28 multicultural church, reflecting the racial and
29 ethnic diversity of society with a balance of
30 leadership between women and men, open and
31 accessible to all.
32 e) The corporate officers of the Common Ser-
33 vices Corporation of the United Church of
34 Christ shall be the following:
35 (i) General Minister and President, who as
36 President shall be accountable to the
37 voting membership of the Common
38 Services Corporation of the United
39 Church of Christ.
40 (ii) Associate General Minister, who as Vice-
41 President shall report to the General
42 Minister and President;
43 (iii) Treasurer, a voluntary, unpaid position
44 who shall be elected by, and accountable
45 to, the Board of Directors;
46 (iv) Secretary, a voluntary, unpaid position
47 who shall be elected by, and accountable
48 to, the Board of Directors.
49

50 248 Policy decisions related to the Common Ser-
51 vices Corporation of the United Church of Christ
52 shall be the responsibility of the Board of Direc-
53 tors, providing they shall not be inconsistent with
54 the policies of the Executive Council Office of Gen-
55 eral Ministries.
56
57
58
59

5. RESOLUTION: PENSION SUPPLEMENTA- TION FOR NATIVE AMERICAN ORDAINED AND LICENSED MINISTERS

Ms. Jaramillo called on Mr. Geoffrey S. Brace (PNE),
Chair of Committee Six, for the introduction of the
resolution "Pension Supplementation for Native
American Ordained and Licensed Ministers." Mr.
Brace moved adoption of the resolution and spoke to
it. After further brief discussion, the Moderator called
for the vote.

01-GS-34 VOTED with abstentions: the Twenty-third
General Synod adopts the resolution "Pension Supple-
mentation for Native American Ordained and Licensed
Ministers."

PENSION SUPPLEMENTATION FOR NATIVE AMERICAN ORDAINED AND LICENSED MIN- ISTERS

WHEREAS in 1819 Congress passed a bill providing
for a "Civilization Fund," which was the basis for
church-government cooperation;

WHEREAS an act of Congress in 1873 assigned to
the American Board of Commissioners for Foreign
Missions the responsibility for Protestant mission ac-
tivity on Indian reservations;

WHEREAS as the missionary movement discouraged
the development of leadership that could lead to self-
determination, Native American congregations have
historically lacked full-time Native American ordained
ministers to lead them and have relied on ministers,
either ordained or licensed, who have been compen-
sated at a part-time rate;

WHEREAS most of the approximately twenty Native
American ordained and licensed ministers serving
Native American United Church of Christ congrega-
tions today receive low salaries and thus can establish
no base for adequate retirement income;

WHEREAS these ministers serve small congregations
who cannot provide financial compensation compa-
rable to that provided to their non-Native counterparts
and thus have no basis for adequate retirement income;
and

WHEREAS in order to ensure a reasonable retirement
program for Native American pastors who have served
Native American United Church of Christ churches,
financial supplementation from the wider church is
needed;

THEREFORE BE IT RESOLVED that the Twenty-
third General Synod of the United Church of Christ
will honor the spirit of promises, pronouncements, and
commitments relating to compensation since 1973 and
direct the establishment of a program to ensure ad-

1 equate retirement income for Native American or-
2 dained and licensed ministers who have served
3 Native American congregations of the United
4 Church of Christ;

5
6 BE IT FURTHER RESOLVED that the Twenty-
7 third General Synod calls upon representatives of:

- 8
- 9 • The Council for American Indian Ministries
- 10 • The Minister for Native American Relations
11 from the Office of General Ministries,
- 12 • The Racial Justice Ministry of Justice and
13 Witness Ministries,
- 14 • The Parish Life and Leadership Ministry of
15 Local Church Ministries,
- 16 • The Stewardship and Church Finances
17 Ministry of Local Church Ministries, and
- 18 • The Pension Boards
- 19

20 to meet and develop a plan for fair and adequate
21 pensions for those Native American Pastors who
22 have served, are serving, or will serve Native
23 American United Church of Christ churches as
24 ordained or licensed ministers, and processes for
25 implementing the plan, including the securing of
26 financial commitments, and administering the plan,
27 including the distribution of information to the af-
28 fected ministers and congregations; and

29
30 BE IT FINALLY RESOLVED that progress on the
31 plan's development will be regularly reported to
32 the Executive Council with a full report to Twenty-
33 fourth General Synod.

34
35 Funding for this action will be made in accordance
36 with the overall mandates of the affected agencies
37 and the funds available.

38
39 **6. RESOLUTION: PASTORAL COMPEN-**
40 **SATION**

41 Mr. Brace moved the second resolution of Com-
42 mittee Six, "Pastoral Compensation." Mr. Brace
43 noted the changes made by the Committee: line 28
44 of column two, delete the word "and" before "Just-
45 ice Witness Ministries" and add "and the Pensions
46 Boards of the United Church of Christ."
47

48
49 01-GS-35 VOTED with abstentions: The Twenty-
50 third General Synod adopts the resolution, "Pas-
51 toral Compensation."

52
53 **PASTORAL COMPENSATION**

54
55 WHEREAS Jesus Christ calls us to a ministry of
56 justice for the poor and liberation for the oppressed
57 (Luke 4:18-21);

58
59 WHEREAS the United Church of Christ has rec-
ognized that its ministry among the American In-
dian people of North America has not always been

one of justice and liberation (Ninth, Tenth, and Six-
teenth General Synods);

WHEREAS the United Church of Christ, through the
Council for American Indian Ministry, has taken mea-
sures to change the course of ministry with American
Indians from that of missionary dependence to a min-
istry of partnership in mission and ministry without
substantial participation of other United Church of
Christ bodies;

WHEREAS the current leadership within the United
Church of Christ American Indian congregations, lay,
licensed, and ordained, have been thus far excluded
from this more just and liberating ministry;

WHEREAS the ministerial leadership serving Ameri-
can Indian congregations continues to receive compen-
sation substantially lower than that recommended by
the respective United Church of Christ conferences as
fair and just compensation. For example, American
Indian pastors in the Dakota Association of the South
Dakota Conference received an average annual com-
bined salary and housing allowance of \$15,438.00 for
the year 2000, while the cash-base salary, not includ-
ing housing, for pastors with only one year experience
was recommended at \$22,219.45 for the same year.
Similarly, pastors serving American Indian congrega-
tions of the Fort Berthold Council of Congregational
Churches in the Northern Plains Conference received
an average salary plus housing of \$14,451.00 for the
year 2000, while the conference recommended cash-
base salary, not including housing, for pastors with zero
to three years experience was \$22,790.46 for the same
year; and

WHEREAS this compensatory disparity is tantamount
to economic and racial injustice within the corporate
body of the United Church of Christ;

THEREFORE BE IT RESOLVED that the Twenty-
third General Synod calls upon the Council for Ameri-
can Indian Ministry, the Office of General Ministries,
Local Church Ministries, Justice and Witness Minis-
tries and the Pension Boards—United Church of Christ
to begin an immediate review and assessment (con-
vened by Council for American Indian Ministry) of
the compensation plans currently in place for clergy
serving American Indian congregations; and

BE IT FURTHER RESOLVED that Council for Ameri-
can Indian Ministry, Office of General Ministries, Lo-
cal Church Ministries, and Justice and Witness Minis-
tries make recommendations to the Twenty-fourth
General Synod and to Conferences and other appro-
priate bodies to correct the existing disparity in com-
pensation for clergy serving American Indian congre-
gations.