

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.

1 Funding for this action will be made in accordance
2 with the overall mandates of the affected agencies
3 and the funds available.
4

5 **7. RESOLUTION: PRESERVATION OF**
6 **THE MANDAN, HIDATSA, AND ARIC-**
7 **KARA LANGUAGES OF THE THREE**
8 **AFFILIATED TRIBES**
9

10 Mr. Brace, continued the report of Committee Six
11 introducing the resolution "Preservation of the
12 Mandan, Hidatsa, and Arickara Languages of the
13 Three Affiliated Tribes." He noted the following
14 changes made by the Committee:
15

16 line 30, column 2: replace "our" with "the Mandan,
17 Hidatsa, and Arickara,"
18 line 31, column 2: replace "our" with "these same,"
19 and
20 line 32, column 2: replace "our" with "these."
21

22 Mr. Brace moved adoption of the resolution.
23

24 Following considerable discussion, a friendly
25 amendment was offered by Ms. Deborah Shepard
26 (MASS) to "allocate a sum of \$30,000 to the Council
27 of American Indian Ministry to help support
28 the pilot language preservation program on the Fort
29 Berthold Reservation of North Dakota," Mr. Brace
30 indicated that this could not be received as a
31 friendly amendment. Ms. Shepard moved the
32 amendment. Following further discussion, the
33 amendment was defeated with abstentions. The
34 Moderator called for the vote.
35

36 01-GS-42 VOTED with abstentions: The Twenty-
37 third General Synod adopts the resolution "Pres-
38 ervation of the Mandan, Hidatsa, and Arickara Lan-
39 guages of the Three Affiliated Tribes."
40

41 **PRESERVATION OF THE MANDAN,**
42 **HIDATSA, AND ARICKARA LANGUAGES**
43 **OF THE THREE AFFILIATED TRIBES**
44

45 WHEREAS the Fort Berthold Council of Congre-
46 gational Churches has been aware of the steady
47 erosion of our mother languages and recognizes
48 that the loss of our languages has negatively im-
49 pacted our children, ourselves, and has destabilized
50 our communities;
51

52 WHEREAS the history of how this came about is
53 intertwined with the history of the church's delib-
54 erate actions of Christianizing by eliminating
55 Mandan, Hidatsa, and Arickara religious beliefs and
56 practices, languages, and culture in their totality;
57

58 WHEREAS the federal government policy of de-
59 liberately eliminating our cultural ways and lan-

guages enlisted the support of the church through its
Christianizing efforts among our people which, over
time, has succeeded in bringing our languages to the
brink of extinction;

WHEREAS the schools created and operated by the
church taught our children that speaking Mandan,
Hidatsa, and Arickara was savage and wrong, conse-
quently contributing to an internalized self-hatred that
has literally destroyed countless lives through levels
of depression and substance abuse and dependency;

WHEREAS in 1991 the United Church of Christ apolo-
gized to all American Indians, acknowledging its role
in accepting responsibility for the assault on all Ameri-
can Indian Tribes, but has not addressed how it can
rebuild trust and make reparation; and

WHEREAS our children deserve a life that is filled
with the richness and beauty of our culture, conveyed
through our mother languages, and deserve to speak
the language of their ancestors which reflects a posi-
tive self-image leading to self-assurance in life;

BE IT THEREFORE RESOLVED that the United
Church of Christ in all its settings examines and ac-
knowledges its role in the destruction of the Mandan,
Hidatsa, and Arickara languages and the dismantling
of these same cultures and explores how it can be sup-
portive of preserving and reversing the loss of these
languages;

BE IT FURTHER RESOLVED that since time is of
the essence, a pilot program at Fort Berthold Reserva-
tion be established to begin recording the Mandan,
Hidatsa, and Arickara languages immediately (there is
one fluent Mandan speaker remaining) and to assure
the use of language retention strategies at the follow-
ing levels:

Individual. Native speakers must be supported to help
latent speakers and nonspeakers learn the native lan-
guages by utilizing existing language materials and
creating new materials;

Family. Language immersion activities are to be
organized along with church and family-based activi-
ties—recording hymns, prayers, and so forth, in the
three languages for use throughout the church;

Community. Connecting fluent speakers with
nonspeakers, for example, in senior centers, linking an
elder with a child or clan relative interested in learning
to speak the language or promoting community meet-
ings and conferences about native languages and mak-
ing the languages accessible in the community; and

BE IT FURTHER RESOLVED that the Twenty-third
General Synod of the United Church of Christ requests
that Justice and Witness Ministries and Local Church
Ministries work with the Council for American Indian