

1 *In this situation we feel the need to clarify and reclaim the values we share. War, even when it is undertaken as a*  
2 *last resort, is never a solution to economic or political problems. We especially believe that there is no military*  
3 *solution to the problem of international terrorism.*

4  
5 *We asked ourselves what our churches can do to further peace. These are some of our answers: We can*

- 6
- 7 • *explore our own traditions of war and peace. Are there “just wars? What is a “just peace church?”*
- 8 • *enter into dialogue with people of different cultures.*
- 9 • *resist extremism in our own culture and others by seeking to develop understanding and trust.*
- 10 • *discuss the whole topic of war and peace in our congregations.*
- 11 • *pray and preach for peace, questioning the use of force and praising people who serve reconciliation.*
- 12 • *inform ourselves about the suffering of individual victims and other costs of war.*
- 13 • *reconsider our way of life and how our extraction of resources affects other nations.*
- 14 • *keep up the hope of changing policies through information, boycotts, and other forms of public action.*
- 15 • *joyfully celebrate our community on the way.*

16  
17 *We commit ourselves to continuing our conversation, to deepening our understanding of our faith and enjoying each*  
18 *other’s friendship bonding our two churches as a gift of God.*

19  
20 THEREFORE LET IT BE FURTHER RESOLVED that The Twenty-fifth General Synod calls upon Justice and  
21 Witness Ministries to develop the strategy and program to implement this resolution.

22  
23 Funding for this action will be made in accordance with the overall mandates of the affected agencies and the funds  
24 available.

25  
26 **6. RESOLUTION: IN SUPPORT OF FAIR AND JUST COMPENSATION FOR LAY EMPLOYEES OF**  
27 **THE UNITED CHURCH OF CHRIST**

28 Ms. Neal called on Chairperson Nancy Peoples to present the recommended action from Committee Ten. The  
29 resolution “In support of Fair and Just Compensation for Lay Employees of the United Church of Christ” was  
30 assigned to this committee.

31  
32 Ms. Peoples briefly described the work of the committee, and noted the committee made no substantive changes and  
33 voted unanimously to recommend the General Synod approve the resolution. She then moved, on behalf of  
34 Committee Ten, that the Twenty-fifth General synod adopt the Resolution “In Support of Fair and Just  
35 Compensation for Lay Employees of the United Church of Christ.” Speaking to the resolution, she hoped this action  
36 of General Synod will encourage local churches to take this issue seriously. She stated we in the United Church of  
37 Christ seek fair wages of others, but often fail to look inward. She said the committee is aware that 3% is a small  
38 amount, but it is a start, and the committee urges that all United Church of Christ entities begin as soon as possible.

39  
40 05-GS-17 VOTED: The Twenty-fifth General Synod adopts the resolution “In support of Fair and Just  
41 Compensation for Lay Employees of the United Church of Christ.”

42  
43 **IN SUPPORT OF FAIR AND JUST COMPENSATION FOR LAY EMPLOYEES OF THE UNITED**  
44 **CHURCH OF CHRIST**

45  
46 WHEREAS, the Twelfth General Synod (1979) recommended a fair salary and employee fringe benefits for lay  
47 employees of the United Church of Christ, stating, in part, “The Church’s struggle for economic and social justice in  
48 society must include fair wages and benefits for its own workers...;” and

49  
50 WHEREAS, the resolution “Support of Pension Protection for Lay Employees,” adopted by the Fourteenth General  
51 Synod (1983) states, in part, “lay employees, whether full-time or part-time, need the protection of the Social  
52 Security system and an additional annuity plan to accrue benefits at all their positions in order to acquire adequate  
53 total pension benefits for retirement”; and  
54

1 WHEREAS, neither the underlying economic conditions nor the financial needs of employees have changed  
2 significantly since those resolutions were adopted; and  
3

4 WHEREAS, in faithfulness to our theological convictions, it is essential that we work in partnership with employers  
5 to develop mechanisms to achieve greater economic justice for all employees;  
6

7 THEREFORE, LET IT BE RESOLVED, that the Twenty-fifth General Synod of the United Church of Christ  
8 reaffirms its historic support of economic and social justice in society; and  
9

10 LET IT BE FURTHER RESOLVED, that the Twenty-fifth General Synod of the United Church of Christ reaffirms  
11 the actions of the Twelfth and Fourteenth General Synods regarding fair wages and benefits for the Church's own  
12 workers and the need for providing pension benefits for retirement; and  
13

14 LET IT BE FURTHER RESOLVED, that the Twenty-fifth General Synod of the United Church of Christ requests  
15 that the Parish Life and Leadership Ministry Team, in cooperation with the Council of Conference Ministers and the  
16 Pension Boards – United Church of Christ, undertake a vigorous program of educating and encouraging all churches  
17 and employers of the United Church of Christ to meet these obligations as employers; and  
18

19 LET IT BE FINALLY RESOLVED, that Twenty-fifth General Synod of the United Church of Christ urges that all  
20 United Church of Christ employers covenant to provide their lay employees with an annual contribution of no less  
21 than 3% of compensation toward retirement income.  
22

23 Funding for the implementation of this resolution will be made in accordance with the overall mandates of the  
24 affected agencies and the funds available.  
25

#### 26 **7. BYLAW CHANGES AS AMENDED**

27 Ms. Neal called on Mr. Roy Mosley, Chair of Committee Thirteen, who moved the adoption of The Bylaws of the  
28 United Church of Christ, as amended.  
29

30 The Moderator invited Mr. Mosley to speak to the resolution. He described the Committee's review and  
31 deliberation of the proposed changes. He stated the Committee worked cooperatively with Executive Council  
32 representatives to understand the proposed changes. To simplify their work, the Committee deliberated first on the  
33 concepts and secondly over the language. He stated that consensus allowed the Committee to work cooperatively  
34 and amicably while they addressed issues of concern. He then reviewed the changes orally.  
35

36 Mr. Robert Lee, Executive Council, noted as a point of order that documents with the proposed changes, had not  
37 been made available to the delegates. Ms. Neal reminded the delegates they were responsible for downloading the  
38 changed documents. Ms. Megan Hoelle (CPC), as a point of order, suggested that when there are significant  
39 amendments, delegates should be provided with written revisions.  
40

41 Ms. Neal made the parliamentary decision to delay the resolution and the election in order to provide written  
42 documents to the General Synod delegates.  
43

#### 44 **8. RESOLUTION: REAFFIRMING JESUS CHRIST AS OUR LORD AND SAVIOR AND** 45 **REAFFIRMING OUR HISTORIC UCC CROSS, CROWN, & ORB WITH MOTTO SYMBOL**

46 Assistant Moderator Neal called on Mr. Jeff Filkins, chair of Committee Eleven to present the substitute resolution  
47 "Reaffirming Jesus Christ as Our Lord and Savior and Reaffirming Our Historic UCC Cross, Crown and Orb with  
48 Motto Symbol."  
49

50 Mr. Filkins thanked Committee members for their discernment. He agreed with the intended proposes of the  
51 original resolutions which were numbers seventeen and eighteen, that are now combined into one glorious  
52 affirmation.  
53

54 Mr. Madison Shockley (CA NV S) expressed opposition to the resolution. He felt this to be a peculiar and  
55 progressive moment in this denomination. His local church would not meet the qualifications of being a United  
56 Church of Christ church according to this resolution. He asked that the resolution be amended to reaffirm