

reporting progress to each meeting of the Executive Council and its Committee on Structural Planning, working with the Committee on Structural Planning, most especially in determining the process by which the directorate for a social action agency will be selected after the developmental period.

Final recommendations from the developmental period (including a name, purpose, organization, and estimated budget for a continuing social action agency) shall be submitted no later than February 1, 1975 to the Executive Council who shall convey these, together with their considerations and recommendations to the Tenth General Synod.

During the developmental period, the Center for Social Action shall be under the oversight and direction of a directorate of 18 persons, six of whom shall be named by the chairperson of the Executive Council in consultation with the chairperson of the Council for Christian Social Action from among current members of that Council, with the remaining twelve appointed by the Executive Council to include one each from among nominees recommended by the Board for Homeland Ministries, the Board for World Ministries, the Office of Communication, the Commission for Racial Justice, and the Council of Conference Executives.

The directorate shall be accountable to the Executive Council during the developmental period.

Qualifications to be considered in selecting the directorate shall include, but not be limited to, sensitivity to current needs and activities in social action, expertise in the church in its various arms, a sense of diplomacy, a knowledge of how the United States government operates, theological sophistication, understanding of community organization, and possibly some who are victims of oppression and discrimination.

There shall be an Executive Director for the Center for Social Action appointed by the directorate, and such other staff as the Executive Director and the directorate shall decide within funds available.

During the developmental period, the Executive Director of the Center for Social Action shall participate in the Executive Council, the Council of Instrumentality Executives, the Council on Mission Priorities, and the Stewardship Council under the same conditions as the principal executive officers of the established and recognized Instrumentalities.

Funding for the Council for Christian Social Action (CCSA) shall cease at December 31, 1973, and the Council for Christian Social Action (CCSA) is directed to transfer all of its functions to the Center for Social Action as of January 1, 1974. The Center for Social Action shall have a budget of its own and be funded through the national payment schedule.

6. Pension Supplement Issue

The Moderator called for the report on the Pension Supplement and recognized the Rev. Larry K. May (Ohio) of the small group that handled this issue. Mr. May explained that this matter was referred to a small group as a result of overtures made to the General Synod by a number of Associations and Conferences. The small group had sorted out the overtures and prepared a document which is to be considered as the original recommendation. There were also three alternative recommendations. Mr. May moved the adoption of the original recommendation and it was seconded.

There was extended discussion on the motion with the budgetary implications causing many questions to be raised. In response to a question of whether adoption of the recom-

mendation or any of the alternatives would constitute a guarantee for pension supplements the delegates were reminded of the General Synod action that it be the policy of the General Synod that there be no financial guarantees of any kind other than the payment schedules determined by the Executive Council. (See vote 73-GS-25, Item 7)

The Moderator recognized the Rev. Harry W. Bredeweg of the Executive Council who also spoke to the question of guarantees and stated, on behalf of the Council, that it hoped that any action by the General Synod on proposed pension supplements would be in the form of guidelines and directional, and not be a guarantee of actual amounts of money.

Motions were made and seconded to adopt alternatives I, II, and III of the original recommendation. In each instance when put to a vote these motions were lost.

It was

73-GS-29 VOTED: The General Synod adopts the statement on Pension Supplement:

Whereas every civilization has been judged by its care for special groups within its community, such as the aged, the disabled, the children and members of minority groups, and

Whereas it is the obligation of every employer to take suitable steps to provide proper retirement benefits for its employees, and

Whereas our churches have a special obligation to our ministers, many of whom have at great sacrifice to themselves and to their families served in difficult and out of the way situations and who have served almost invariably at salaries far below those which are normal for persons of their education and training, and

Whereas the annuities received by ministers who have so served and by their surviving spouses are often very low because payments into the Pension Boards on their behalf based upon these salaries have been low, and

Whereas the purchasing power of annuities, particularly those of our older annuitants, has been seriously eroded by inflation which has rendered inadequate annuities which 20 years ago or even 10 years ago were adequate, and

Whereas previous General Synods from the inception of the United Church of Christ have provided funds from Our Christian World Mission to supplement small annuities and to provide more adequate minimum retirement benefits, and

Whereas similar funds prior to the formation of the United Church of Christ were provided by the General Synod of the Evangelical and Reformed Church and the General Council of the Congregational Christian Churches, and

Whereas the Eighth General Synod of the United Church of Christ voted to adopt goals and objectives for the local church, including the provision for church employees of adequate support systems, including not only adequate compensation but adequate minimum annual pensions for retired ministers, and

Whereas the Pension Boards, with Our Christian World Mission funds allocated from the budget of the United Church of Christ, have provided supplements sufficient to provide a minimum pension to qualified ministers with 30 years of dues-paying membership in The Annuity Fund for Congregational Ministers or the Minister' Retirement Annuity Fund who have attained at least age 70, so that the total received by such minister, including his/her annuity, his/her regular dividend and his/her supplementary payment will amount to at least \$1,800 per year, with appropriate benefits

for surviving spouses and for ministers with less than 30 years of dues-paying membership, and

Whereas with some priority funds allocated by the Executive Council, the Pension Boards have been able to increase the minimum for qualified ministers with 30 years of dues-paying membership born in 1886 and prior thereto, to \$2,400 per year.

The Ninth General Synod of the United Church of Christ records its commitment to keep faith with those who have served it and directs the Executive Council to continue to make available the necessary funds to maintain the present level of supplementation.

The Ninth General Synod declares that because of the increased cost of living, the present level of supplementation is inadequate and shall be increased in future years as rapidly as funds are available.

As a first step in increased supplementation sufficient funds shall be provided by the Executive Council to the Pension Boards so that an increasing number of retired ministers with 30 years of dues-paying membership be brought to the \$2,400 level with appropriate benefits for surviving spouses and ministers with less than 30 years of dues paying membership, so that all such ministers age 65 and over be brought to that level by January 1, 1975.

This level of supplementation shall be reviewed at the Tenth General Synod.

7. Pension Supplement Action not a Guarantee

The Moderator recognized Mrs. Margaret A. Haywood of the business committee who moved, and after a second, it was

73-GS-30 VOTED: The General Synod directs the Minutes to reflect that the adoption of the previous vote on Pension Supplement shall not be considered as a guarantee of dollar amounts involved therein.

8. Task Force on Leadership Development Report

The Moderator recognized Chairman Kenneth B. Smith of the business committee who referred the delegates to the report and recommendation of the Task Force on Leadership Development, pp. 13-23 in *Advance Materials*, Section III. On behalf of the business committee, Mr. Smith moved the adoption of the recommendation. The motion was seconded.

The Moderator recognized the Rev. Oliver Powell (Mass.), reporter for the small group, who spoke in support of the original recommendation with the heavy endorsement that Worship be given attention as soon as possible by the Office for Church Life and Leadership. Mr. Powell made several motions to amend the original recommendation. They were each seconded and when put to a vote they were defeated.

The Moderator recognized the Rev. Robert F. Galitz (Wis.) who moved that the report of the Task Force on Leadership Development be referred to the Task Force for additional input from Conferences, Associations, and local churches and report back to the Tenth General Synod. The motion was seconded and when put to a vote it was defeated.

There was an extended discussion on the original report with a vote by the General Synod to divide the issues in the

report to consider first the substance of the report and, secondly, the implementation of the report. It was

73-GS-31 VOTED: The General Synod adopts the statement and the first four paragraphs of the report of the Task Force on Leadership Development to create the Office for Church Life and Leadership:

THE NINTH GENERAL SYNOD CREATES THE OFFICE FOR CHURCH LIFE AND LEADERSHIP, EFFECTIVE JANUARY 1, 1974, TO COMBINE IN ONE NATIONWIDE OFFICE THE POLICY-MAKING, OPERATIONAL, AND ADMINISTRATIVE FUNCTION FOR LEADERSHIP DEVELOPMENT IN THE UNITED CHURCH OF CHRIST.

1. *The Office for Church Life and Leadership will give impetus and direction to the on-going development of laity and professional leadership.* Its basic work will be as a resource for Conferences and Associations for their leadership development needs, particularly as they relate to the leadership needs of the local churches. The Office shall have responsibility to press the whole church, including Conferences, Associations, and Instrumentalities to respond to the needs of the local churches. Where gaps and inadequacies appear, the Office shall also initiate leadership development activities with the Conferences, assuming the possibility that another agency of the denomination may take over such programs later. Contractual relationships between the Office for Church Life and Leadership and the Instrumentalities will also be available to provide leadership development training for, and on behalf of, Instrumentalities.

2. *The Office for Church Life and Leadership in its developmental phase shall be accountable to the Executive Council of the United Church of Christ.* During this developmental phase the Executive Council shall elect a Board of Directors consisting of 18 members to shape the operations and policies of the Office. The Board of Directors shall include members of the Task Force on Leadership Development. The Directorate shall implement the goals and policies of this Task Force Report and any others adopted by the General Synod which pertain to the Office for Church Life and Leadership. The Office shall make the final report of the developmental phase to the Eleventh General Synod in 1977, which will vote the structural design of the future. The Board of Directors shall be accountable to the Executive Council.

3. *The staff of the Office for Church Life and Leadership shall be deployed in a decentralized manner to be closer to and more in touch with the Conferences and local churches than a centralized staff allows.* The staff shall provide resources and initiate leadership development activities collaboratively with the Conferences and Associations as they serve the local churches.

4. *The Office for Church Life and Leadership shall have a budget of its own and be funded through the national payment schedule.*

Moderator Colwell recognized the Rev. Gerald Bertsch (Wis.) who moved, and after a second, it was

73-GS-32 VOTED: The General Synod refers the matter of implementing the creation of the Office for Church Life and Leadership to the small group for additional work and reporting to the General Synod at the afternoon session.

The General Synod was in recess at 12:00 noon.