

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.