

Mr. Perl introduced Mr. Harold R. Harding, United Church Board for Homeland Ministries, Mrs. Elnora Wolcott, United Church Board for World Ministries, and Mr. William F. Treiber, Pension Boards. Each made a statement on salary disclosure policies and assured the General Synod that the matter would be placed on the agenda of the next meeting of their Board of Directors. Mr. Perl introduced Mr. Robert Heinz, Publisher of *A D Magazine* who made a statement on salary and personnel practices and reported the salaries of the two elected officers, Robert Heinz, Publisher \$28,500, J. Martin Bailey, Editor, \$26,500.

Mr. Perl answered other financial questions, including a statement that the Moderators, Assistant Moderators and the members of the Executive Council do not receive salaries but are reimbursed for their actual expenses only in attending regularly called meetings.

The Moderator recognized Carol Benson (MA) who said, "I would like to commend and thank the chief executive officers and the board chairpersons present of six of the nine national agencies for taking the initiative in responding to the enquiries raised regarding the salaries of executives and look forward to receiving the information called for in Section 3b of the report made by Mr. Rooks."

Mr. Perl gave answers to a variety of other questions. At the conclusion of the 45 minute time period allotted for the open hearing the Moderator accepted a motion, that was seconded, to extend the open hearing 40 minutes at the recess scheduled for 9:45 p.m. It was

75-GS-26 VOTED: The General Synod extends the recess scheduled for 9:45 p.m. for 40 minutes to continue the open hearing on the budget.

4. REPORT OF THE COMMISSION FOR RACIAL JUSTICE

The Moderator recognized Mr. T. Willard Fair, chairperson of the Commission for Racial Justice, for its report. Mr. Fair introduced the report with the theme, "Lest We Forget." Participating with Mr. Fair in the presentation of the report with slides were Mrs. Jean Powers (CAL.S.), Rev. S. Gary Oniki (IL), Mrs. Pearlle Evans (MO), Rev. Robert D. Sherard (NY), and Rev. Charles E. Cobb (CAC), Executive Director, describing the way it was in the 60's and early 70's in this nation which brought the Commission for Racial Justice into being with the mandate to empower the powerless, to make self determinative and self directed those who had had no part in determining the course of their lives. The Commission believes that this is in keeping with the record of God's activity among men and women since the beginning of time for God is always about the business of liberation.

5. DEATH OF AN ASSOCIATE DELEGATE'S SON

The Moderator recognized President Moss who announced a tragedy had occurred during the day within the United Church family. He called on Chaplain Gilliom who announced that Nathan Helvig, son of Mr. and Mrs. Eugene Helvig of Lake Benson, Minnesota, had drowned in the swimming pool of the Curtis Hotel. Mr. Helvig was an associate delegate from the South Dakota Conference. The General Synod was led in prayer by the Chaplain.

6. WELCOME TO THE REV. NDABANINGI SITHOLE

The Moderator recognized President Moss who announced the arrival of the Rev. Ndabaningi Sithole of Africa, warmly

welcomed him to the General Synod and announced that the delegates could meet with him at the close of the evening session.

7. RECOMMENDATIONS FROM DIVISION B, "THE LOCAL CHURCH AND ITS SUPPORT"

The Moderator recognized Mrs. Helen Barnes, chairperson of Division B, "The Local Church and Its Support," for the report of the Division.

Mrs. Barnes suggested a time frame for handling the items to be reported by the Division: a) the Proposal for Priorities Program Development—30 minutes, b) The Stewards in Support of Mission—30 minutes, c) Support of Closely Related Seminaries—20 minutes, d) the Nominating Process—15 minutes, e) Ohio Overture to Amend Bylaw 171—10 minutes, f) the Illinois South Overture—10 minutes, g) the Overture from Indiana-Kentucky on Neighbors In Need—5 minutes.

8. PRIORITIES PROGRAM DEVELOPMENT

The Moderator recognized chairperson Bredeweg of the business committee. On behalf of the business committee Mr. Bredeweg referred the delegates to Advance Materials, Section II, pp 73-74 and moved the adoption of the Executive Council's proposal for a priorities program on development within the United Church of Christ. Mrs. Barnes was recognized and moved to amend the motion. The amendment was seconded and it was

75-GS-27 VOTED: The Tenth General Synod amends the Executive Council's proposal for a Priorities Program Development for its 1976-1977 and 1978-1979 Biennia with the following changes:

- a. In section IV A2 delete the word "identified" and insert the words "directed to it" so the sentence reads "The Executive Council, from issues directed to it by General Synod, shall make the final determination of priorities to be implemented for the biennium (biennia).
- b. In Section IV C, the second sentence delete the words "is recommended on the following basis" and insert the phrase "shall be composed of" so the sentence reads, "Membership of this Advisory Commission shall be composed of."
- c. In section IV C1 the second enumeration paragraph has an insertion of the phrase "local churches and" so that the phrase reads "—five (5) designated by the Executive Council representing local churches and special interest groups related to the special concerns and/or constituencies not otherwise adequately represented."
- d. In section IV C1 the third enumeration paragraph delete the word "and" and insert the phrase in brackets "(one (1) staff person and one (1) member of the Board of Directors of each of the above instrumentalities)" so the phrase reads "—two (2) each designated by the Board for World Ministries and the Board for Homeland Ministries (one (1) staff person and one (1) member of the Board of Directors of each of the above Instrumentalities)."
- e. In section IV C2 b8 delete "1975" so it reads, "report recommendations at each October Executive Council meeting and be dismissed."
- f. Insert a new section V: INPUT FOR DETERMINING PRIORITIES FOR THE 1978-1979 BIENNIUM "The Executive Council shall develop a process by which the

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priorities of local churches, associations and conferences for the work of the United Church of Christ during the following biennium may be ascertained in time to be presented to the Eleventh General Synod, along with priorities submitted by other agencies of the United Church of Christ."

g. Present Section V becomes Section VI Evaluation.

In the absence of further discussion, it was

75-GS-28 VOTED: The General Synod adopts the "Priorities Program Development" for its 1976-1977 and 1978-1979 Biennia as amended.

PRIORITIES PROGRAM DEVELOPMENT WITHIN THE UNITED CHURCH OF CHRIST

I. BACKGROUND

(Note: The numbers in parentheses noted below identify referent paragraph numbers of the Constitution and Bylaws of the United Church of Christ.)

The purpose of the United Church of Christ, stated in the preamble to the Constitution of the United Church of Christ, is "to express more fully the oneness in Christ of the churches composing it, to make more effective their common witness in him, and to serve his kingdom in the world" (1).

The General Synod of the United Church of Christ is to "carry on, directly and through its Executive Council, Instrumentalities and other bodies, the work of the United Church of Christ, and to provide for the financial support of this work" (44-a).

In striving to accomplish this purpose, the Constitution and Bylaws of the United Church of Christ provide for the assignment of responsibilities for general program development to Instrumentalities (established or recognized by the General Synod) and Commissions and other bodies (established by the General Synod) suitable for the discharge of such responsibilities (46-48, 50, 53, 59-60, 62-63, 67).

The Constitution and Bylaws of the United Church of Christ call for national level decision-making in coordination, in determining priorities, in overall planning, in evaluation, and in budgeting for the church at the national level. The responsibility for carrying out these intentions is assigned to the Executive Council acting for the General Synod ad interim (49, 194, 198, 204, 205, 206, 207).

While affirming the intention for coordinated development of the work of the United Church of Christ, the Constitution and Bylaws also affirm the integrity and faithfulness to mission of each Instrumentality and Commission by recognizing and/or establishing a procedure by which each may administer its own program and define its own rules of procedure (51, 54, 59, 47, 48, 224, 226, 228-229, and "Commissions" p. 36).

The United Church of Christ affirms and acknowledges that its polity and its style in seeking to implement program, within the relationships defined by the Constitution and Bylaws, lend themselves to certain real or perceived strengths and real or perceived inadequacies.

With several centers for administering program and defining rules of procedure,

1. There is strength in the recognition and protection of the diversity reflected in our membership. However, there is less than adequate assurance the work undertaken by the constituent parts of the United Church of Christ will reflect a sensitivity to the expressed needs and concerns of the total fellowship of the United Church of Christ;

2. There is strength in the ability of the constituent parts of the United Church of Christ to address specific issues directly as they arise, prior to popular concern. However,

there is a high possibility that work undertaken by the constituent parts of the United Church of Christ may not center on concerns agreed to be vitally important and/or may not be effectively coordinated;

3. There is strength in the decentralization of decision-making in the United Church of Christ which permits a functional coordination in terms of mutual definition and addressing of problems. However, there is an inherent risk that the constituent parts of the United Church of Christ, at the national level, will be perceived as separate and unrelated entities rather than colleagues joined in pursuit of a common mission effecting careful stewardship of mutually owned resources.

Believing that it is possible for the United Church of Christ both to honor in full the strengths in the provisions and intentions of the Constitution and Bylaws and to address these real or perceived inadequacies, the Executive Council proposes the implementation of a "PRIORITIES PROGRAM DEVELOPMENT FOR THE 1976-1977 AND 1978-1979 BIENNIA."

II. DEFINITIONS AND EXPECTATIONS

A. Definitions:

1. A *PRIORITY* (adopted by the General Synod) is *AN ISSUE OF VITAL CONCERN FOR THE WHOLE CHURCH, MERITING FIRST ATTENTION*: to be *PROCLAIMED* by its Leadership, *ADDRESSED* by its Instrumentalities, *COMMENDED* to Conferences, Associations, and Local Churches for acceptance and action.

2. *PROGRAM DEVELOPMENT WITHIN THE UNITED CHURCH OF CHRIST* intends the coordinated determination and implementation of appropriate goals and objectives related to the designated Priorities by the leadership and Instrumentalities of the United Church of Christ, and is essential to "the work of the United Church of Christ."

B. Hoped-for Results:

1. Increased responsiveness of national Instrumentality to programming concerns of United Church of Christ constituency.

2. Coordinated programming by all elements of the United Church of Christ, addressing issues of vital importance to the whole church.

3. A sense of unity throughout the United Church of Christ constituency.

4. A growing sense of partnership among Executive Council, Instrumentalities, Conferences, Associations and local churches.

5. Responsible stewardship of all resources.

6. Tangible accomplishments that can be evaluated and celebrated.

**III. BASIC UNDERSTANDINGS AND ASSUMPTIONS—
Related to the United Church of Christ Program System**

A. Policy for the United Church of Christ at the National level is established by the Constitution and Bylaws of the United Church of Christ and by the actions of the General Synod, consistent with the Constitution and Bylaws.

B. Instrumentalities of the United Church of Christ, as faithful agents of the gospel:

1. are accountable both to the provisions of the Constitution and Bylaws of the United Church of Christ and to the actions of the General Synod;

2. have developed program commitments—

a. by responding to assignments specified within the Constitution and Bylaws—

(Note: (1) certain assignments will easily relate to programming for designated priorities;

(2) certain assignments, equally valid and necessary to the mission of the church, will not relate to programming for designated priorities.)

b. by assuming appropriate and commendable mission commitments in seeking to be faithful to the imperatives of the gospel—

(Note: (1) certain commitments will easily relate to programming for designated priorities;

(2) certain commitments, equally valid and necessary to the mission of the church, will not relate to programming for designated priorities.)

C. The Executive Council, acting for the General Synod ad interim, refines, administers, and coordinates the implementation of policy for the United Church of Christ.

D. Close collaboration among the Executive Council, the Instrumentalities, and the Conferences is an urgent necessity in program planning and development.

E. Leaders of the church are committed to partnership in planning, development, and the use of resources for mission.

F. Program of the United Church of Christ must nurture and strengthen the institutional church and must involve that church in witness and mission to the world.

**IV. RECOMMENDED PROCEDURES FOR PRIORITIES
PROGRAM DEVELOPMENT WITHIN THE UNITED
CHURCH OF CHRIST**

A. Priorities shall be determined by General Synod.

1. General Synod shall identify issues of vital concern to the whole church.

2. The Executive Council, from issues directed to it by General Synod, shall make the final determination of priorities to be implemented for the biennium (biennia).

B. The Executive Council shall interpret policy for the church at the national level.

Immediately following General Synod, the Executive Council shall define and refine the priorities and shall clarify and interpret the meaning and intention of the actions of General Synod.

C. The Executive Council shall initiate overall planning to implement priority programming and shall assume responsibility for developing partnership with Instrumentalities in Priorities Program Development and coordination.

1. The Executive Council shall create an advisory commission for mutual planning and accountability, including representation from the Executive Council, Instrumentalities, the Council of Conference Executives and the Conference Program Personnel Network.

Membership of this advisory commission shall be composed of:

— seven (7) designated by Executive Council; one to be chairperson of the advisory commission and of the remaining six, at least, two shall be members of the Finance & Budget Committee and two shall be members of the Planning & Correlation Committee;

— five (5) designated by the Executive Council representing local churches and special interest groups related to the special concerns and/or constituencies not otherwise adequately represented;

— two (2) each designated by the Board for World Ministries and the Board for Homeland Ministries, (one (1) staff person and one (1) member of the Board of Directors of each of the above Instrumentalities);

— one (1) each designated by the Office for Church Life and Leadership, Center for Social Action, Commission for Racial Justice, Office of Communication, Stewardship Council, Pension Boards and United Church Foundation;

— one (1) designated by the Council of Conference Executives;

— one (1) designated by the Conference Program Personnel Network.

The advisory commission will secure services of a 'planning process' leader consultant.

2. Immediately following General Synod, the Executive Council shall:

a. refer actions on priorities from General Synod and the Executive Council to Instrumentalities for preliminary considerations;

b. direct the advisory commission to:

1. receive actions on priorities from General Synod and the Executive Council;

2. develop an overview of 1976-1977 and 1978-1979* mission and program of the United Church of Christ as projected through Instrumentalities—including function, funding, and staff time;

3. define situation in church and society regarding the designated priorities;

4. develop achievable goals and objectives regarding priorities for 1976-1977 and 1978-1979*;

5. develop recommendations for assigning objectives to Instrumentalities and/or Inter-instrumentality Teams (including negotiating with Instrumentalities regarding the appropriateness of particular assignments and the ability and willingness of Instrumentalities to accept such assignments);

6. give a preliminary, in progress report to the Finance & Budget and Planning & Correlation Committees, delineating tentative budget implications for priority programming;

(*Reference to two biennia is deliberate to facilitate more adequate planning and implementation. However, it is recognized that some priorities may be completed in less than a full four-year period, and other priorities may be adopted at the 1977 General Synod.)

7. develop and recommend accountability and evaluation procedures;
8. report recommendations at each October Executive Council meeting and be dismissed.

D. The Executive Council shall authorize the implementation of the work of the church related to Priorities Program Development with provision for continuing coordination and evaluation.

E. The Executive Council shall assign national Our Christian World Mission budget for United Church of Christ program development, including Priorities. Funding will be on a "payment schedule" basis, with the understanding that budget adjustments in the allocations for each agency will seek to assure adequate funding to complete the assigned/contracted priorities program. All funding recommendations will be under the jurisdiction of the Finance & Budget Committee.

(The following working timetable in 1975 is recommended for the advisory commission:

- (a) April/May—designating membership
- (b) July—authorization/instruction by Executive Council
- (c) August—several days "working retreat"
- (d) September—preliminary in-progress report to Finance & Budget and Planning & Correlation Committees
- (e) October—finalizing work of advisory commission
- (f) October 26-29—report to Executive Council.)

V. INPUT FOR DETERMINING PRIORITIES FOR THE 1978-1979 BIENNIUM

The Executive Council shall develop a process by which the priorities of local churches, Associations, and Conferences for the work of the United Church of Christ during the following biennium may be ascertained in time to be presented to the Eleventh General Synod, along with priorities submitted by other agencies of the United Church of Christ.

VI. EVALUATION

The Priorities Program Development will be authorized for the 1976-1977 and the 1978-1979 biennia, with appropriate checkpoints and evaluation during the biennia, and a definitive evaluation of the program and recommendations developed by Executive Council for the 1979 General Synod.

9. STEWARDS IN SUPPORT OF MISSION

The Moderator recognized Mr. Bredeweg. On behalf of the business committee Mr. Bredeweg referred the delegates to Advance Materials, Section II, pp 224-226 and moved the adoption of proposal of the Stewardship Council on "Stewards In Support of Mission." Mrs. Barnes was recognized and moved to amend the motion. The amendment was seconded and it was

75-GS-29 VOTED: The General Synod amends the proposal of the Stewardship Council on "Stewards In Support of Mission" with the following changes:

- a. The first and second paragraphs are deleted.
- b. A new preface is to be inserted: "We believe we are freed in Jesus Christ to share joyfully our time, our money, and our abilities, witnessing to the love, care, and forgiveness of God. We believe Jesus Christ invites us, in Word and Deed, to be more effective agents for accomplishing His mission in the world."
- c. The first sentence of the third paragraph is deleted and replaced with the sentence: "Despite signs of hope in

numerous congregations we in the United Church of Christ are not achieving enough."

d. In section A1 insert "Association" in the brackets so the sentence reads: "To emphasize the urgent need for more dollars for the total mission (local, Association, Conference, national, world wide) of the United Church of Christ etc. . ."

e. In section A7 insert "Association" in the brackets so the sentence reads "To attain as the results of efforts made in 1976 \$15 million more in 1977 than in the previous year for the total mission (local, Association, Conference, national, world wide) of the church etc. . ."

f. In section B change the sentence to read: "Requests members, congregations, Associations, Conferences, and instrumentalities of the United Church of Christ to make available both financial and staff support to realize these objectives.

g. Insert a new section C1: "Initiate a process of collaboration with the Office for Church Life and Leadership, the Board for Homeland Ministries, and the Board for World Ministries that will lead to a program of coordinated resources and a process which will enable the local church to look at stewardship in an intentional way."

h. In the old Section C1 which becomes C2 add the phrase "and to prepare a system of continuing evaluation at all levels of participation," so the sentence reads: "Consult individually with each Conference to develop and implement a set of specific action plans tailored for that particular Conference and to prepare a system of continuing evaluation at all levels of participation."

i. Insert a new section E: "The General Synod urges the delegates to make themselves available to promote, interpret, and implement this stewardship proposal."

There was further discussion and clarifying statements about the proposal and it was

75-GS-30 VOTED: The General Synod adopts the program "Stewards In Support of Mission" as amended.

STEWARDS IN SUPPORT OF MISSION

We believe we are freed in Jesus Christ to share joyfully our time, our money, and our abilities, witnessing to the love, care, and forgiveness of God. We believe Jesus Christ invites us, in Word and Deed, to be more effective agents for accomplishing His mission in the world.

Despite signs of hope in numerous congregations we in the United Church of Christ are not achieving enough. Since the beginning of 1970, inflation has risen by more than thirty percent. In the same period current local expenses of congregations have grown by only twenty percent, receipts for Basic Support of Our Christian World Mission have increased by just one percent, and membership has dropped by five percent.

In 1973 the Ninth General Synod passed a resolution, "Stewards in Support of Mission," which suggested some efforts to increase support and included a request that the Tenth General Synod

"give the highest priority to discussion and programs on how to strengthen local churches and Conferences with the goal of increased membership and increased financial support."

Since then developments in the world and in the church have made it increasingly evident that the whole United