

## MONDAY MORNING, JUNE 30

21 on Report on Discussions with United Black Christians and United Church Ministers for Racial and Social Justice, item 2 of the pension needs of unordained persons and persons who have been ordained under standards other than those of the United Church of Christ. Mr. Ledbetter moved to amend the motion to add a new "Whereas."

WHEREAS there are ministers in the United Church of Christ who do not now qualify or who have only recently qualified for pension consideration but who have served faithfully and long in helping the church in its mission and, therefore, are deserving of adequate pension security, that those who are now qualified or who have only recently qualified be given comparable equity of treatment.

It was proposed that this amendment be considered a friendly amendment. The Moderator indicated that it was time for the Order of the Day and action on the Ledbetter motion is deferred until continuation of the Report of Division A.

The Moderator recognized Mr. Mitchell Whiterabbit of the Council on American Indian Ministries. Mr. Whiterabbit introduced to the General Synod Mr. Vernon Bellacourt, National Field Director of the American Indian Movement, who addressed the General Synod on the American Indian Movement and expressed appreciation for the actions taken by the Tenth General Synod on behalf of Native Americans.

The Moderator declared the General Synod in recess until 2:00 p.m.

## MONDAY AFTERNOON, JUNE 30

### 1. CALL TO ORDER

The General Synod was called to order by Moderator Haywood at 2:10 p.m.

### 2. REPORT OF DIVISION A, "MINISTRIES WITHIN AND FROM THE CHURCH" CONTINUED

The Moderator recognized Mrs. Breitling, chairperson of Division A, who moved that consideration of the Overture on Pensions and the alternate proposal be postponed until after the General Synod has dealt with the report of the Task Force on Women in Church and Society. The motion was seconded and upon being put to a vote, it was adopted.

### 3. REPORT OF THE TASK FORCE ON WOMEN IN CHURCH AND SOCIETY

The Moderator recognized Dr. John L. Washburn of the business committee. On behalf of the business committee, Dr. Washburn referred the delegates to Advance Materials, Section II, pp. 98-99, and moved the adoption of the Executive Council's proposal on the Task Force on Women in Church and Society. Mrs. Breitling was recognized and moved to amend the motion to adopt an alternative proposal and called attention to a number of changes in the alternative proposal. The motion was seconded. Joan Bates Forsberg (CT) was recognized for comments about the proposal.

The Moderator recognized Rebecca Spotts (PC) who moved to amend the alternative proposal by adding to the first sentence of section V-c the words "and any projects working with particularly women's concerns, such as criminal justice, especially rape." The motion was seconded. Upon being put to a vote, the motion was lost.

There was extended discussion including several statements of affirmation and support of the work of the Task Force and the adoption of the proposal. It was

75-GS-46 VOTED: The General Synod adopts the alternative proposal on Women in Church and Society as amended:

#### WOMEN IN CHURCH AND SOCIETY

"Wherefore the law was our schoolmaster to bring us into Christ, that we might be justified by faith. But after that faith is come, we are no longer under a schoolmaster. For ye are all the children of God by faith in Christ Jesus. For as many of you as have been baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither bond nor free,

there is neither male nor female: for ye are all one in Christ Jesus."

—Galatians 3: 24-28

### PROGRAM

I. In order to aid the total United Church of Christ, all its agencies, officers, committees and churches, in adopting a collaborative, systematic approach toward the elimination of institutional and cultural sexism, which permeate both the church and the society, the General Synod directs:

The Executive Council, as specified in Paragraph 194 of the Bylaws of the United Church of Christ, become the chief catalyst and monitor of the implementation and progress of all recommendations related to the elimination of sexism adopted by the Tenth General Synod.

II. In order to assure equal partnership of women and men, ordained, lay, paid and volunteer at all levels of the church's life, and to aid in the continual struggle to redefine the nature of ministry, and how such ministry meets the needs of the diverse constituency of the United Church of Christ, the General Synod recommends:

A. That Conference and Associations of the United Church of Christ establish resource pools of clergy in secular employment, particularly women and minorities in order to give them opportunity to use their ecclesiastical skills and training.

B. That the Executive Council appoint staff within the President's Office to act as an Affirmative Action Officer charged with the responsibility of implementing and monitoring a program to effectively increase the employment status of women and minorities and to make equal employment a reality for all throughout the UCC; this officer to have responsibility for aiding the chief executive of each Instrumentality, agency, Conference and Association.

C. That each Conference and/or Association (or, where necessary, each Region) appoint a resource team consisting of at least the following: (1) an ordained woman who is not a candidate, (2) a lay person in a congregation served by a woman minister, (3) and a lay person from a pulpit committee which has called a woman, to be available to counsel pulpit committees prior to their consideration of any candidates, concerning selection of a woman as pastor.

D. That Conferences, Associations and local churches in conjunction with the United Church Board for Homeland

## MONDAY AFTERNOON, JUNE 30

Ministries, the Office for Church Life and Leadership, and the Association of United Church Educators develop policies for the ministry of Christian Education within the United Church of Christ.

E. That the Office for Church Life and Leadership develop and disseminate to Conferences and nominating committees a volunteer manual to be adopted by the Executive Council, describing United Church of Christ policy and assumptions about volunteers and volunteer relationships within the church; the manual to include descriptions of the kinds of volunteer jobs available within the church plus a policy statement of the rights and responsibilities of volunteer workers.

F. That the National Nominating Committee establish a policy that the spouses of national or Conference executives and professional staff not be denied nomination to service on boards or agency directorates because of the status of persons to whom they are married, except that the spouse shall not be eligible to serve on the particular board or agency directorate which employs his or her spouse.

G. That the Office for Church Life and Leadership work in cooperation with the Pension Boards and the Conferences on developing suggested personnel guidelines for local church employment of lay workers.

H. That before beginning a search process, all national agencies, Conferences and Associations announce executive job descriptions through the OCLL's "United Church Opportunities," and all national offices post and circulate all clerical job openings with job descriptions within those offices.

I. That all local churches include their regular full-time lay workers in denominational retirement and insurance plans, and each Conference commit itself to the implementation of this resolution in the next two biennia and report to the Eleventh and Twelfth General Synods the percentage of full-time lay workers involved in the plans.

J. That the board of directors or equivalent of each UCC agency, office and Conference establish a personnel grievance procedure and grievance committee whose membership shall include both staff and non-staff people.

III. In order to reevaluate the nature and style of theological education and training for ministry and to promote a new understanding of the requirement for variety of styles of ministries to meet diverse needs, the General Synod requests:

A. That in the next biennium the Office for Church Life and Leadership, in cooperation with the 14 UCC-related seminaries and the Conferences: (1) seriously study the current job crisis in the Church; (2) project future leadership needs; and (3) in light of our commitment to pluralism build strategies regarding the recruitment and utilization of women and minorities.

B. That UCC-related seminaries take the lead through field placement and job advocacy in opening up new forms of ministry free from sex-role stereotypes (in institutions, in local churches, in academic fields, and in other areas of society not previously benefited).

C. That the Office for Church Life and Leadership work with seminaries to adopt Affirmative Action guidelines for seminary employment and negotiate funding and other

relationships in accordance with their response to those guidelines.

IV. In order to facilitate a new and continued awareness in women and men regarding liberation issues and their impact upon personal lives, concepts of sexuality, their leadership roles, styles and methods, the General Synod recommends:

A. That a Family Life Task Force be reconstituted in the Board for Homeland Ministries to explore on a continuing basis issues related to changing and traditional family patterns; such a group serving as resource for staff and for the development of specific programs and program materials which reflect an inclusive description of diverse family structures and new roles for men and women.

B. That all materials created or recommended by the Board for Homeland Ministries be reflective of various kinds of living situations which exist in today's society.

C. That a Task Force on Men in Church and Society be established in the Board for Homeland Ministries to explore the issues of shifting sex roles and their impact on social structures and the individual lives of men and women from the male perspective.

V. In order to aid in the mobilization of the vision and collective power of women toward self-determined social change, and of the total resources of the United Church in order to eradicate institutional and cultural sexism related to social issues, the General Synod recommends:

A. That within the Commission for Racial Justice higher education scholarship programs, special scholarship funds be designated for minority women heads of household, who need job training, high school equivalency or higher degrees, in order to obtain greater economic support for their families.

B. That the Board for World Ministries in any strategies or program developed on hunger acknowledge the particular correlation between the issue of the status of women and world hunger problems; and that some special programs relating to the specific needs of women gripped by the hunger problem be developed.

C. That the Board for Homeland Ministries, the Commission for Racial Justice, and the Center for Social Action (or its successor body) within their programs for justice and empowerment provide resources and technical assistance to local projects working for self-determination, empowerment and fulfillment of women of all races.

### STRUCTURE

The General Synod affirms the following action voted by the Executive Council 75EC32:

*"The Report of the Task Force on Women in Church and Society calls on the Executive Council to be 'the chief catalyst and monitor of the implementation and progress of recommendations related to the elimination of sexism as adopted by the Tenth General Synod.' The Report also calls for the designation of a staff person in the President's Office to serve as an affirmative action officer. The Executive Council believes that such responsibility for women's concerns is in keeping with the duties of the Executive Council and the President as specified in the Constitution and Bylaws.*

*"The Executive Council acknowledges that these and other activities may well require an additional assistant to the*

## MONDAY AFTERNOON, JUNE 30

*President in the Executive Offices as well as additional secretarial service, travel, and other associated cost, which will come to approximately \$54,000.*

*"The Executive Council concurs, also, with the proposal to create an Advisory Commission, the cost of which will be approximately \$7,600.*

*"The Executive Council accepts responsibility for policy development, coordination and internal advocacy as outlined in the Report of the Task Force on Women in Church and Society."*

In order to implement the Report of the Task Force on Women and the above program recommendations, the General Synod mandates:

1. That the policy, coordination, and internal advocacy responsibility proposed by the Task Force on Women in Church and Society shall be assigned to the Executive Council with the expectation that staff support will be provided.
2. That the program responsibilities proposed shall be assigned to the Board for Homeland Ministries and the Office for Church Life and Leadership, each agency to provide executive oversight for the portion of the responsibility assigned to it.
3. That the above program shall be implemented in the payment schedule to be negotiated between the Executive Council and the agencies involved in the fall of 1975.
4. That the Task Force be discharged with thanks.

The affirmative vote on this report was joyously received by the General Synod. The Moderator recognized President Moss who commented on the significance of this action by the General Synod indicating that this is a great moment in the life of the General Synod and it is his hope that in keeping with its heritage the United Church of Christ will be known for its stand on justice for women. Valerie Russell, special assistant to the President for the Task Force on Women in Church and Society, was called to the podium to receive the applause of the General Synod and following brief remarks, with Susannah Risman, Task Force Coordinator, and President Moss, led the General Synod in the singing of "Amen."

The Moderator recognized Kenneth Katahira (IL) who referred to the Advisory Commission which is provided for in the report of Women in Church and Society and proposed a motion "that in the composition of the Advisory Commission 50% of both female and male members be drawn from ethnic minority groups." The motion was seconded. Upon being put to a vote, the motion was lost.

#### 4. OVERTURES FROM THE OHIO, PENN CENTRAL, PENNSYLVANIA SOUTHEAST, PENN WEST AND WISCONSIN CONFERENCES AND THE PHILADELPHIA ASSOCIATION ON PENSION SUPPLEMENTS CONTINUED

The Moderator reminded the General Synod that when action was deferred on the Pension Supplements at the Monday morning session a motion had been offered by Theodore S. Ledbetter (CAC) to add a new "Whereas" to the alternative proposal:

"WHEREAS there are ministers in the United Church of Christ who do not now qualify or who have only recently qualified for pension consideration but who have served faithfully and long in keeping the church in its mission and, therefore, are deserving of adequate pension security, that those who are not qualified or who have only recently

qualified be given comparable equity of treatment." The motion had been seconded. There was extended discussion on the motion. Upon being put to a vote, the motion was lost.

The Moderator recognized Edward Bergstraesser (IL) who moved to amend the motion to adopt an alternative proposal to the Overtures on Pension Supplements to add a statement at the end of the proposal:

"WHEREAS the Tenth General Synod directs the Executive Council

"(1) to establish an advisory commission to evaluate the responsibility of the church for pension security of ministers not now qualified, or only recently qualified and to recommend guidelines to the Executive Council for the determination of such qualifications that should be required of such ministers to be eligible for such pension security, and

"(2) to adopt such qualification guidelines as the Executive Council determines to be appropriate and an appropriate goal for the provision of pension security to ministers meeting the qualifications established, and that the Executive Council report to the Eleventh General Synod."

The motion was seconded and upon being put to a vote, it was adopted.

The Moderator recognized Richard Mapes (OH) who moved to amend the motion to adopt an alternative proposal to Overtures on Pension Supplements to add a statement at the end of the proposal:

"The Tenth General Synod requests the Executive Council to appoint a study commission to (1) review past and present financial accountability of General Synod in regard to pensions, (2) explore alternate methods other than Our Christian World Mission funds for supplementing minimum retirement benefits for ministers and their surviving spouses, (3) develop and recommend a long-range policy for pension supplementation to be reported to the Eleventh General Synod."

The motion was seconded and upon being put to a vote, it was adopted.

The Moderator recognized Lowell Ferguson (WI) who moved to amend the motion to adopt an alternative proposal to the Overtures on Pension Supplements to add a statement at the end of the proposal:

"The Tenth General Synod requests the Board of Pensions to prepare a report for the Eleventh General Synod on the cost involved which would allow clergy in the United Church of Christ to retire with full benefits at the age of 62." The motion was seconded and upon being put to a vote, it was adopted.

The Moderator recognized Roger Perl of the business committee who offered a motion to amend the proposal to delete the word "directs" in the second paragraph of the resolved section and insert in its place the word "requests" and also to delete the word "shall" which follows in the sentence. There was no objection and the amendment was ruled a friendly amendment not requiring a vote.

It was

75-GS-47 VOTED: The General Synod adopts as amended the alternative proposal to the Overtures on Pension Supplements:

#### PENSION SUPPLEMENTS

WHEREAS it is the obligation of every employer to provide adequate retirement benefit and our churches