

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

have a special obligation to our ministers, many of whom have served at great sacrifice to themselves and to their families at salaries lower than normal for persons of their training, and

WHEREAS the annuities received by such ministers and by their surviving spouses are often distressingly low because payments into the Pension Boards on their behalf based upon these salaries have been low, and the purchasing power of annuities, particularly those of older annuitants, has been critically eroded by inflation, and

WHEREAS previous General Synods from the inception of this United Church of Christ have recognized this need, and have provided funds from Our Christian World Mission to provide more adequate minimum retirement benefits, and

WHEREAS the Pension Boards with Our Christian World Mission funds allocated by the Ninth General Synod have provided supplements sufficient to provide a minimum pension to qualified ministers with 30 years of dues-paying membership in the Annuity Fund or the Ministers' Retirement Annuity Fund who have attained at least the age of 70, so that the total received, including annuity, regular dividend and supplementary payment amounts to at least \$2,400 per year, with appropriate benefits for surviving spouses and for ministers with less than 30 years of dues-paying membership, and

THEREFORE the Tenth General Synod declares that the welfare of its retired ministers, including the supplementation of small annuities, is a major priority in the United Church of Christ; reaffirms the commitment of the Ninth General Synod to keep faith with those who have served our churches; and requests the Executive Council to continue to make available the necessary funds to maintain the present level of supplementation.

The Tenth 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; and requests that sufficient funds be provided through the payment schedule for Our Christian World Mission receipts to the Pension Boards so that an increasing number of retired ministers with 30 years of dues-paying membership may be brought to a \$2,700 level, with the goal that all such ministers age 70 and over be brought to that level by January 1, 1977, with appropriate benefits for surviving spouses and ministers with less than 30 years of dues-paying membership. This level of supplementation shall be reported for review by the Eleventh General Synod.

The Tenth General Synod requests the Executive Council to (1) 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) 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 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 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.

Assistant Moderator Louis H. Gunnemann assumed the chair.

5. HISPANIC CAUCUS DECLARATION

Assistant Moderator Gunnemann recognized the Rev. Davida Foy Crabtree. On behalf of the Business Committee Ms. Crabtree moved the adoption of the Hispanic Caucus Declaration submitted as new business. Mrs. Breitling was recognized and moved the adoption of an alternative for the Hispanic Caucus Declaration. The motion was seconded. There was discussion.

The Moderator recognized John Osner (CAL.N) who moved to amend the alternative proposal by deleting the second "Whereas" section of the Declaration. The motion was seconded. Upon being put to a vote, the motion was lost.

It was

75-GS-48 VOTED: The General Synod adopts the alternative proposal for the Hispanic Declaration:

HISPANIC CAUCUS DECLARATION

WHEREAS the Tenth General Synod has received with gratitude the concerns expressed by the declaration of the Hispanic Caucus (November 2, 1974) and deliberated over it with caucus representatives;

WHEREAS the United Church of Christ has too often been ignorant of or insensitive to the spiritual and social needs of Hispanic Communities in our country;

WHEREAS the Hispanic Community offers a rich opportunity here and now for evangelical witnessing to the "freeing and uniting spirit of Jesus Christ," and

WHEREAS the United Church of Christ will be spiritually enriched by cooperation with Hispanic congregations within our fellowship and beyond;

THEREFORE the Tenth General Synod declares the Hispanic concerns high priority and requests the Executive Council to negotiate the release of financial and human resources for:

The development of sensitivity throughout the United Church of Christ to the spiritual and social needs of the Hispanic Community;

Accurate and comprehensive information about the membership and program of our Hispanic and Bi-lingual ministries;

The planning and development of new Hispanic congregations and new forms of multi-purpose ministries; Churches in transition;

Visible responsible participation by Hispanic persons in decision-making in all national agencies of the United Church of Christ;