

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;

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Improved communication and collaboration between Hispanic communities, all levels of the United Church of Christ and other denominations;

Recruitment of and support for Hispanic laity and clergy for theological training and leadership development.

Recruitment of and support for candidates for ministry from the Hispanic community;

Development of new educational resource materials for the Hispanic community;

Translation of appropriate materials to the Spanish language;

The encouragement and support of the continuing development of a Hispanic caucus.

The Tenth General Synod requests the Executive Council to be responsible to insure the implementation of the above directives with provisions for their monitoring and periodic evaluation, and that the Executive Council shall report on the progress of the above directives to the Eleventh General Synod.

The General Synod encourages national Instrumentalities, Conferences, Associations, local churches, and individuals to support and implement these concerns.

The General Synod extended the order of the day 20 minutes to consider additional matters from Division A.

### 6. VITALITY OF THE LOCAL CHURCH

Assistant Moderator Gunnemann recognized Ms. Crabtree. On behalf of the business committee Ms. Crabtree referred the delegates to Advance Materials, Section II, pp. 49-50, and move the adoption of the statement on the Vitality of the Local Church. Mrs. Breitling was recognized to amend the motion that the Tenth General Synod reaffirms the validity of and needs represented in the concerns for local church vitality, including Black Church empowerment, and evangelism, incorporates them in the next steps of the priority process, and refers to the Executive Council the alternatives developed by Division A in each of these subject areas. The motion was seconded and there was extended discussion. The Assistant Moderator terminated the discussion indicating that it was time for the Order of the Day.

### 7. REPORT OF THE UNITED CHURCH BOARD FOR WORLD MINISTRIES

Assistant Moderator Gunnemann recognized Mrs. Elnora Walcott, President, for the report of the United Church Board for World Ministries.

Mrs. Walcott introduced "A Report by the People of the United Church Board for World Ministries to the People of the United Church of Christ in the United States of America" with a statement on "Where Your Resources Went, 1973-1975," and introduced the Rev. Roy Brink, a missionary from the Congregational Church of Southern Africa, who spoke of his mission in Ohio in a brief address on "A

South African's Mission to You," Miss Hazel T. Johns, consultant on Development Education and the United Nations, spoke on "You and the United Nations—an Interlocking Ministry," Mr. Eric Cass, a third generation missionary to India, spoke on "An Accounting from India," and the Rev. David M. Stowe, Executive Vice President, spoke on "Three Issues in Two Years" emphasizing the main concerns of the United Church Board for World Ministries in the last biennium and that there is no moratorium on mission. In the course of his remarks Mr. Stowe indicated that Senator Jovito A. Salonga of the Philippines, who had been scheduled to speak to the General Synod on "Christian Ministry to Human Rights," was absent because of the refusal of his government to grant him an exit visa.

### 8. CREDENTIALS REPORT

Assistant Moderator Gunnemann recognized the Rev. M. Webb Wright (CT), chairperson of the Credentials Committee, who reported that at 12:45 p.m., June 30, the quorum cards indicated that 681 delegates, 44 ex officio delegates, and 56 associate delegates were present.

### 9. ELECTIONS

The Moderator recognized Joseph Evans, secretary of the Church. Mr. Evans explained the procedures for voting. The official ballot for the election of the Office of Communication, the Council for Christian Social Action, the proposed Office for Church in Society, the Nominating Committee, the Board for World Ministries, Class of 1981 clergy and laymen, the Board for Homeland Ministries, Class of 1981 clergy, was distributed. The ballots were marked and collected by the Tellers. The Moderator declared the election over.

### 10. GENERAL SYNOD ISSUES TO BE CONSIDERED FOR PRIORITIES PROGRAM DESIGNATION

The Moderator recognized the Rev. Scott S. Libbey of the business committee who referred the delegates to Advance Materials, Section II, p. 74. He reminded the General Synod of its task to share in determining the priorities for the next biennium (biennia) within the provisions already adopted by the Synod. Mr. Libbey also referred to two lists of issues provided for the information of the delegates. The first list is entitled "The General Synod Issues to be Considered for Priorities Program Designation" and the second list is entitled "Other Items Before the Tenth General Synod." The two lists indicate a total of 59 agenda items before the General Synod. The business committee has been about the task of establishing a means whereby the priorities may be determined. The business committee proposes that the first list be used as a starting point in determining and ranking the priorities. The lists are introduced at this time for the information of the delegates and will be considered and acted upon at an appropriate time later in the agenda.