

such as being foreign citizens and planning to return; being "conscientious objectors," or being unemployed. Fifty-six percent of the total expressed possible interest in the U.C.C. plan. It must be remembered that these results are only estimates, and that they only apply to ministers who have full standing in the United Church of Christ. Even so, it appears that the number of U.C.C. pastors in full standing who will not qualify to receive pensions is small; probably not over 200. However, Conference help will be needed to identify those who have served our churches and who are in need of help.

**Recommendations:**

M. Clergy not in full standing in the United Church of Christ should be encouraged to join the Retirement Fund for Lay Workers.

N. Those ministers who have never been members of a UCC ministerial fund or who have been members in a UCC ministerial fund for less than 30 years and who are in need should be identified by the Conference minister. The Conference minister should inform the Pension Boards of the number of years of service as pastor calculated on the basis of these recommendations and certify the number of years that there were good and sufficient reasons for non-participation in a UCC ministerial fund.

The Pension Boards shall administer the Pastoral Aid Fund; in no event shall the payment be greater than the payment one would have received if the calculation were based upon 75% of the minimum income of the person in a UCC ministerial plan.

O. The spouses of ministers identified in recommendation N shall have eligibility using the 60% formula in recommendation J.

P. A Pastoral Aid Fund, to be administered by the Pension Boards, shall be provided from the OCWM Basic Support funds annually by the Executive Council. In the event that the funds available in the Pastoral Aid Fund are not sufficient to make the full payments as determined by recommendation N and O, payments shall be made on a pro-rata basis.

Q. The funds designated to the Pastoral Aid Fund each year for the next biennium following the Eleventh General Synod should be \$50,000.

**4. THE RIGHT TO EARN A LIVING**

The Chairperson moved a Resolution on "The Right to Earn a Living", it was seconded. She called on Don Benedict who spoke concerning the Resolution.

Tom Redmon, (K-O), moved to amend the motion. It was

77-GS-66a VOTED: The Eleventh General Synod adopts the following amendments to "The Right to Earn a Living":

line 12, following the word "women", insert the words, "rural and urban."

line 40, following the word "city", insert "country-side."

line 49, following the word "unemployed," insert the word "agriculture."

The Moderator recognized Helen Barnhill, Chairperson of the Executive Council, for an amendment. It was

77-GS-66b VOTED: The Eleventh General Synod amends the motion in line 52 by striking the words "top priority" and substitute the words "high concern."

After considerable discussion on the budget implications, the Moderator called for action on the Resolution. It was

77-GS-66 VOTED: The Eleventh General Synod adopts the resolution on "The Right to Earn a Living," as amended.

**THE RIGHT TO EARN A LIVING**

WHEREAS, Our nation is experiencing chronic unemployment which falls most heavily on minorities, youth, older people and women;

WHEREAS, The Mounting costs of continuous unemployment (in terms of work hours irretrievably lost and reduced tax revenues, and in terms of unemployment compensation and other social welfare programs, and increased crime) are becoming intolerable;

WHEREAS, The personal anxiety and rejection experienced by the unemployed, together with their economic loss, often cause broken marriages, separated families and abandoned neighborhoods;

WHEREAS, The fear of unemployment produces social envy and hostility between the employed and the unemployed, the well-to-do and the recipients of public assistance, white workers and black workers, old and young, men and women; rural and urban.

WHEREAS, Complex patterns of contemporary unemployment reflect dynamic social changes that include a mobile population; the unprecedented influx of women and surging numbers of young people into the workforce, and thus require innovative approaches for effective solutions;

WHEREAS, Prolonged unemployment destroys the independence needed for political participation, obviates the gains achieved in the long struggles for civil rights, the results in the emergence of a permanent underclass in the society;

WHEREAS, The threat of inflation, increased costs and scarcity of fuels and limits to growth in production caution against simplistic solutions to unemployment;

WHEREAS, The scriptures tell us that God created man and woman in God's image, that is, to be able to respond to God in the very activities of their life together and of their work;

WHEREAS, Human dignity rests upon God's purpose for every human life, which means that all persons without regard to rank or accomplishment have a right of access to the land, tools, and resources necessary to achieve sufficient remuneration to provide for themselves and their dependents;

WHEREAS, Our nation's affirmation of the creator-endowed inalienable rights of life, liberty, and the pursuit of happiness are virtually denied to persons excluded from gainful employment, and equality of opportunity becomes meaningless where jobs are not available, therefore be it

RESOLVED, That the Eleventh General Synod of the United Church of Christ reaffirm the God-given right of all persons to useful and remunerative work, together with the responsibility to provide for themselves and their dependents, and that it therefore also do the following:

1. Call on all Americans to recognize this right and this responsibility and to reflect on their meaning and implications for the future of the family, neighborhood, city, countryside and nation.

2. Call on the federal, state, and local governments together with industry, business, labor and the unemployed to formulate and implement policies and programs to achieve full employment.

3. Call on all congregations, associations, conferences, and agencies of the church to commit themselves to prayer and bible study, discussion and action which will raise the principles of this pronouncement to consciousness and implementation; and sponsor seminars, workshops and conferences to actively engage representatives of government, industry, business, labor, the unemployed, agriculture and civic groups in cooperative development of forms of work that will be viable in the future.

4. Instruct the Executive Council to make these principles and the working out of their implications a high concern (top priority) of the denomination.

5. Instruct the Executive Council to implement this priority by:

A. Requesting the Board for Homeland Ministries to administer the program envisioned by the General Synod and to appoint an advisory committee representative of other instrumentalities and agencies of the church including the Office for Church in Society, the Office of Church Life and Leadership, the Commission on Racial Justice, and representatives of the broader society;

B. Allocating \$100,000\* annually for the bienium to carry out the program;

C. Requesting the Board for Homeland Ministries report in the Twelfth General Synod, on the work accomplished by the churches, associations, Conferences and agencies.

6. Instruct the president of the United Church of Christ to communicate this pronouncement to the President of the United States, in person, and also to communicate it to the Congress, to the National Council of Churches and its member communions.

7. Request each conference to communicate this pronouncement to its federal, state and local elected officials.

## 5. OUR ECONOMIC SYSTEM

The Chairperson then moved the resolution "Concerning Our Economic System" in material distributed, which replaced Advance Materials, Section II, p. 124, and called on Rebecca Wyant, (PW), to speak to the Resolution. It was seconded and

77-GS-67 VOTED: The Eleventh General Synod adopts the resolution "Concerning Our Economic System."

\*This figure is in accordance with Standing Rule 16 and not a guarantee for funding.

## Concerning Our Economic System

WHEREAS the American free enterprise system has served the needs of many American people and for this we of the UCC gathered in this Eleventh General Synod are grateful; and

WHEREAS we are aware that there are problems in our system which we need to address; many among us still live in economic need, lacking a job, decent housing, adequate food, good health care and educational opportunity; and

WHEREAS, our concern as Christians is that any economic system meets the needs of people; and

WHEREAS, the UCC Consumer Protection Program developed under Neighbors in Need funding has proven to be an effective way to enable individuals to participate wisely in our economic system;

RESOLVED, That we affirm and support those aspects of our economic system which meet the needs of people and call for changes whenever those needs are not being met;

And be it further resolved, that we call upon the Eleventh General Synod to continue funding the Consumer Protection Program.

It was noted in accordance with Standing Rule 16 that a cost estimate for two years was \$110,000.

## 6. HUMAN RIGHTS WITH SPECIAL EMPHASIS ON RUMANIA, PHILIPPINES AND SOUTH KOREA.

Ms. Skinner moved a "Resolution on Human Rights with Special Emphasis on Rumania, Philippines and South Korea." This resolution combines Human Rights and Overtures on Rumania, South Korea and Philippines and does not appear in the Advance Materials. It was seconded and it was

77-GS-68 VOTED: The Eleventh General Synod adopts the "Resolution on Human Rights with Special Emphasis on Rumania, Philippines and South Korea.

### A Resolution on Human Rights with Special Emphasis on Rumania, Philippines and South Korea

*(combining Resolution on Human Rights and overtures on Rumania, South Korea and Philippines)*

## THEOLOGICAL PROLOGUE

Respect for Human rights lies at the very heart of our Christian Faith. All persons are created in the image of God and are endowed with the freedom to mirror in their relationship to God, neighbor, nature, and society the divine intention for a harmony of love, justice and peace.

In Jesus of Nazareth, God appeared among us as a fellow-human being to live, die and rise again as One totally for others. We regard his life as God's supreme demonstration for us of what it means to be human. We also discern in it the inestimable dignity of our common humanity as God's favored dwelling place.

His death was no accident. It was the price he paid for defending the rights of the poor in spirit, those who mourn, the meek, the ones who hunger and thirst for righteousness, the merciful, the pure in heart, the peacemakers, and those persecuted for the sake of justice. So great was his regard for the sanctity of all human life that