

5. REPORT OF THE COMMITTEE ON THE PRIORITIES PROCESS

The Moderator recognized the Rev. Jerry Paul (WI), Chairperson of the Committee on the Priorities Process for the report. Mr. Paul referred the delegates to Advance Materials, Section II, pages 41-43 and pages 61-64 and gave some of the history of the Priorities Process. He noted the differences between the original and the revised documents and moved the adoption of the report. In response to a question, it was stated that the recommended process would become effective with the Thirteenth General Synod. No new priorities would be established at this General Synod. The current priorities will be continued by the national agencies until the end of the biennium and, thereafter, as work relevant to the particular agency.

The Rev. Donald L. Benedict (IL) was recognized and moved to amend the report as follows: "That the General Synod approve this resolution with the instruction that the Planning and Correlation Committee move toward more sustained and long-range analysis of basic strategy required by the Church as we face a culture in crisis." Mr. Benedict spoke to the motion and there was discussion. In view of the fact that the delegates did not understand the relationship of Mr. Benedict's amendment to the report of the Committee as well as some unclarity about the form in which the report was before the General Synod, it was voted to refer the report back to the Committee for consultation with Mr. Benedict and others, and to continue the Report on the Priorities Process at the evening session as determined by the Business Committee.

6. REPORT OF THE COMMITTEE ON THE FUTURE STRUCTURE OF WOMEN'S CONCERNS

The Moderator recognized Ms. Dorothy Berry (KO), Chairperson of the Committee on the Future Structure of Women's Concerns, for the report. Ms. Berry referred the delegates to Advance Materials, Section II, page 44-45 and 65-71, noted the differences between the report of the Committee and the recommendations of the Executive Council and moved the adoption of the report. There was discussion particularly around the issues of funding and the location of the Center in the Office of the President of the Church. Delegates spoke in support of and against the report.

The Rev. Richard Bailer (FL) was recognized and moved to amend the report by deleting in paragraph 2 the phrase: "the Center to be located in and administratively accountable to the Office of the President," and substituting the phrase: "the Center to be located in and administratively accountable to the Office for Church In Society." There was discussion and upon being put to a vote the Moderator declared the motion lost.

The discussion continued, and it was,

79-GS-34 VOTED: The Twelfth General Synod adopts the report of the Committee on the Future Structure of Women's Concerns by a standing vote of 426—Yes; 210—No:

THE FUTURE STRUCTURE OF WOMEN'S CONCERNS IN THE UNITED CHURCH OF CHRIST

History

The United Church of Christ, with its predecessor bodies, has a long history of involving women in its life and mission, in local churches, associations, conferences, women's fellowships, guilds, task forces, and other women's organizations, and through participation in national agencies. Responding to the call for equal rights and greater participation of women that was stimulated by the Women's Movement and new understandings of the Gospel, the United Church of Christ began to address the "women's issue" in an explicit way in 1971 when the Eighth General Synod adopted a "Pronouncement on Women" and formed a Task Force to examine the role and status of women in church and society.

Acting on the findings and recommendations presented by the Task Force on Women, in 1975, the Tenth General Synod committed itself to aiding

"... the total United Church of Christ, all its agencies, officers, committees and churches, in adopting a collaborative systematic approach toward the elimination of institutional sexism, which permeates both the church and the society;" (75-GS-46)

and specified the Executive Council as

"... 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." (75-GS-46)

To advise and assist the Executive Council and the President in carrying out their responsibilities for policy development, coordination and internal advocacy, the General Synod called for the formation of an Advisory Commission on Women in Church and Society. The Advisory Commission was asked to oversee implementation, evaluate progress and make further recommendations for program, policy and structure related to women's concerns. An Assistant to the President was called to staff the Advisory Commission and later to serve as the Affirmative Action Officer for the church. Primary program responsibilities were assigned to the Board for Homeland Ministries and the Office for Church Life and Leadership with provisions for staff. These persons, later joined by staff from the Office for Church In Society, formed the Interstaff Team for Women's Concerns which met regularly to plan and carry out programs for women.

The Advisory Commission, with its Interstaff Team, was conceived as a transitional structure with responsibility to evaluate progress and make recommendations for the future structure of women's concerns to the Twelfth General Synod.

The Advisory Commission on Women Process for Structural Development

To fulfill its responsibility to make further recommendations, the Advisory Commission on Women created a Structure Committee which worked in consultation with the President of the Church and the Committee on Structural Planning of the Executive Council.

To gather data to inform recommendations for the future, the following steps were taken:

1. The Rev. Ronald Kurtz was hired to carry out an

MONDAY AFTERNOON, JUNE 25

evaluation. Questionnaires were sent to all members of the Executive Council, the Executives of National Agencies, and Conference Executives. Interviews were held with President Avery Post, former President Joseph Evans, members of the Interstaff Team, their supervisors and the Executives of their respective agencies, the Conference minister representative and the Chairperson of the Advisory Commission on Women.

2. The Advisory Commission on Women surveyed women in conference leadership for their evaluation of the present Advisory Commission on Women, the need for a continuing structure for women's concerns at a national level, and for their suggestions for how a continuing structure for women's concerns could be strengthened.

The findings indicated the need for a continuing structure for women's concerns.

The Advisory Commission on Women considered and weighed the strengths and weaknesses of various structural alternatives—Advisory Commission; Commission; lodging in the Office for Church Life and Leadership; lodging in the Office for Church In Society; and a Coordinating Center for Women. At its meeting in September 1978, the Advisory Commission voted:

"A Coordinating Center for Women's Concerns in Church and Society be the model recommended to the President and the Committee on Structural Planning as the future structure for women's concerns in the United Church of Christ." (78-ACW-9-1)

The Goal: A Systematic and Collaborative Approach to Address the Concerns of Women and Eliminate Sexism

In the view of the Advisory Commission, the overall goal of the church regarding women in church and society remains unchanged:

We call upon the whole church to address the concerns of women and for women to be full participants in the total life and mission of the United Church of Christ. As a church we remain committed to a systematic and collaborative approach to the elimination of sexism to bring about the equality of women and the full partnership of women and men in the life and leadership of our church and society.

For that reason we are not proposing a separate national women's organization, but a structure which will assist the various units and constituencies of the UCC to incorporate the concerns of women in the leadership, policy, program and mission of the whole church.

A key strategy for ensuring the full participation of women in the church is the continued development and expansion of the Affirmative Action Plan voted by the Tenth General Synod in 1975. Not only does Affirmative Action serve the needs of women but it unites the concerns of various constituencies in the church historically discriminated against in employment and volunteer leadership—such as women, minorities, the handicapped and aging.

The Proposal: A Coordinating Center for Women in Church and Society

The following plan of organizational and structural recom-

mendations is based upon the experience and learnings of the Advisory Commission on Women and evaluations by and conversations with leaders in the Church. The Coordinating Center represents, we believe, the most effective and cost efficient way to provide advocacy and program development for women and reflects our theological commitment to institutional interdependence to bring about equality for women.

On one hand, the recommendations represent an affirmation and continuation of many structural elements of the present Advisory Commission on Women. The decisions, (1) to maintain a multi-agency approach to carry out advocacy and program development for women through a representative Coordinating Committee, (2) to continue an Interstaff Team for Women's Concerns, and (3) to locate coordination oversight within the Office of the President are examples of continuity with the present structure.

On the other hand, several of our recommendations represent changes in the present structure to correct weaknesses and lift up new areas of emphasis. Examples of such modifications include: (1) the shift from an Advisory Commission to a Coordinating Center, (2) the addition of staff to include a fulltime Coordinator and a full time Associate, and (4) the projected expansion of the Interstaff Team to include other agencies.

THE NAME CHANGE

The change in the name in the structure for women indicates a change in emphasis in primary function from advising to coordinating. Our image is of a place where various parts of the church can engage in conversation, where input can be received and analyzed, where policy and program can be generated and particular tasks negotiated with and carried out by the appropriate national agencies and conferences of the church.

NEW EMPHASIS

The primary focus of the Advisory Commission on Women was to effect change in the national agencies. To accomplish this each agency was represented on the Advisory Commission, as were the Council for American Indian Ministries, the Hispanic Council, Pacific and Asian American Ministries, United Black Christians, and the Gay Caucus. The Coordinating Center shall continue this focus on national agencies. But it will add greater emphasis on women in the conferences. To ensure increased input from and responsiveness to the conferences, the Coordinating Committee shall include twelve "at large" members, representing leadership from conference Task Forces and Women's Fellowships.

STAFF

The Advisory Commission was staffed by an Assistant to the President who carried other responsibilities in the Executive Offices. We recommend a fulltime Coordinator to oversee the implementation of policy, program, and structure recommendations, to administer the work of the Coordinating Center, and to convene the Interstaff Team for Women's Concerns.

In addition we recommend a fulltime Associate to carry responsibility for communication. A collaborative multi-

MONDAY AFTERNOON, JUNE 25

agency approach to address the concerns of women and eliminate sexism is more complex than having a single national organization or women's desk. Regular and frequent communication is necessary to interpret such a structure to women in the conferences, provide access to resources available within the various agencies, and facilitate inter-change and coordinated action among all parts of the church. The Advisory Commission found that a parttime communications consultant was not adequate to accomplish this task.

INTERSTAFF TEAM

The Interstaff Team for Women's Concerns has proven to be an effective model for inter-agency cooperation and collaboration. From its inception the Interstaff Team was seen as a staffing pattern to be expanded. The Advisory Commission has identified the United Church Board for World Ministries, the Commission for Racial Justice, the Office of Communication and the Stewardship Council as the next agencies with whom to negotiate to join the Interstaff Team.

A NON-PERMANENT AGENCY

Continuing the development of a multi-phased, multi-agency approach to address women's concerns and eliminate sexism that has characterized the structure for women since 1971, the Coordinating Center is conceived as a non-permanent agency with an eight-year life-span. The goal of the Coordinating Center shall be to transfer as many of the functions as possible to permanent, existing agencies of the church.

However, knowing that we are a church still in ferment in our response to the changing role and status of women and men and that our institutional system changes slowly, we cannot predict what kind of advocacy for women may be needed beyond 1987. For that reason we recommend that the Coordinating Center be involved in on-going evaluation and report annually to the Executive Council. In preparation for the Sixteenth General Synod in 1981 the Coordinating Center shall engage in an extensive evaluation of its own effectiveness and the progress of the church in addressing the concerns of women and eliminating sexism. That evaluation shall inform how the United Church of Christ will carry out advocacy and program development for women in the future.

Structure of Organization:

Coordinating Center for Women

STATEMENT OF OBJECTIVES

The Coordinating Center for Women in Church and Society shall serve as an arm of the UCC to *coordinate, communicate, and facilitate a systematic approach of advocacy and program development to address the concerns of women and eliminate sexism in church and society.*

The Coordinating Center, in collaboration with the Executive Council, the Officers of the Church, the Affirmative Action Officer, national agencies, conferences, associations, and local churches shall work toward and monitor progress in the following areas:

1. A communication network shall be developed to provide for the exchange of information and resources related to women in church and society among all units

of the church—among national agencies, between national agencies and the conferences, and laterally among conference women's fellowships and task forces.

2. National agencies and conferences shall have agreed upon goals for increasing the employment and volunteer participation of women's leadership, shall participate in an affirmative action audit, and shall report biennially their progress in meeting these goals.
3. National agencies and conferences shall have agreed upon goals for increasing program by and for women, shall participate in an audit, and shall report biennially their progress in meeting these goals.
4. Biblical and theological resources shall be developed to help individuals and local churches to explore through study and action the changing role of women and its effect on the community and mission of women and men in church and society.
5. Key public policy issues affecting women shall be identified and strategies involving national agencies, conferences, and local churches shall be developed for coordinated action by the UCC.
6. Resources shall be provided to increase awareness and response of the UCC to the global dimensions of racism and sexism.

ORGANIZATION

The Coordinating Center for Women shall have two basic units of organization: (A) A Coordinating Committee which shall make policy and set goals for the Center, and recommend policy and program to the Executive Council, the General Synod, national agencies, and conferences; (B) A Staff composed of a Coordinator and Associate for Communication, who shall carry out the directives of the Coordinating Committee and work with an Interstaff Team for Women's Concerns to recommend, plan, and coordinate program within the various agencies, conferences, and constituency groups of the church.

THE COORDINATING COMMITTEE

1. COMPOSITION

The Coordinating Committee shall be composed of 32 persons appointed as follows:

—Nineteen members-at-large for two-year terms, with privilege of a second consecutive term, who shall be elected by the Executive Council upon nomination of the President of the Church. Twelve of these members-at-large shall be chosen from a list of persons who represent Women's Fellowships and Task Forces of the Conferences and are recommended by the Conferences. Selection shall assure representation from all Regions. Four of these members-at-large shall be chosen from a list of persons recommended by racial groups, such as the United Black Christians, the Pacific and Asian American Ministries, the Hispanic Council and the Council for American Indian Ministries. Three members-at-large shall be chosen from a list of persons recommended by interest groups that choose to submit names, such as the United Church People for Biblical Witness and the United Church Coalition for Gay Concerns (19);

MONDAY AFTERNOON, JUNE 25

- One representative from each of the national instrumentalities and from the Commission for Racial Justice who shall be appointed by their respective agencies, with the understanding that such representatives may be members of an agency's Board, Directorate, Staff, or of its constituency (9);
- One representative each from the Executive Council and the Council of Conference Executives who shall be appointed by their respective chairpersons (2);
- The President of the Church and the center Coordinator shall serve *ex-officio* (2).

In addition, the Center's Associate for Communication and members of the Interstaff Team for Women's Concerns may attend meetings and have voice without vote. The Coordinating Committee shall include at least six members of the present Advisory Commission on Women to ensure continuity. At least two-thirds of its members shall be women. The Coordinating Committee shall elect its own (co) chairperson(s).

2. FUNCTIONS

The Coordinating Committee shall carry the following functions:

- a. Develop policies and goals for the Coordinating Center and its staff;
- b. Recommend goals for the UCC to inform policy and program of the national agencies and conferences to facilitate a collaborative, systematic approach to address the concerns of women and eliminate sexism in church and society;
- c. Report to and bring concerns from its represented agencies and constituencies to ensure on-going development of a comprehensive plan for advocacy and program development;
- d. Provide directions for developing a communication and resource sharing network to serve women in the conferences;
- e. Identify and evaluate new programs related to women and make recommendations to the appropriate bodies for their implementation;
- f. Hear regular reports from the Interstaff Team to evaluate and help plan collaborative strategies for future work;
- g. Identify new sources of funds within UCC stewardship guidelines for special projects related to women's concerns;
- h. Recommend ecumenical relationships and projects related to women for UCC participation and financial support;
- i. Report annually to the Executive Council on goals and activities;
- j. Report to the 13th, 14th, 15th, and 16th General Synods on progress and make recommendations to the 16th General Synod as to how the UCC shall carry out advocacy and program development for women in the future.

Staffing for Coordinating Center

1. A full time *Coordinator* shall have the following responsibilities:

- a. Oversee the implementation of structure, policy, and program recommendations relating to women's concerns;
- b. Hire, supervise and evaluate staff of the Coordinating Center;
- c. Administer the work of the Coordinating Center and its Coordinating Committees;
- d. Serve as advisor to the President in the President's responsibilities as chief executive to advocate and interpret actions related to women's concerns throughout the church;
- e. Serve as a consultant to national agencies and conferences as they develop policies and programs to respond to the concerns of women;
- f. Serve as coordinator for the Interstaff Team for Women's concerns and work with other staff in national agencies and conferences regarding the concerns of women;
- g. Maintain relationships with the various ecumenical efforts on behalf of women in the church;
- h. Generate new funds for women through developing projects that can be funded through foundation grants.

2. A fulltime *Associate for Communication* shall have the following responsibilities:

- a. Facilitate communication of women's concerns among all the units of the church by reporting news through UCC publications and media and by compiling, editing, and producing a Coordinating Center newsletter;
- b. Interpret, resource and refer inquiries and concerns from women in the conferences to the appropriate bodies of the church and facilitate communication among women's organizations in the conferences;
- c. Review resources for women's concerns and consult with other agencies in the production and distribution of resources related to women in church and society;
- d. Coordinate regional strategies to receive input from the conferences and to interpret the work of the Center and recommendations to women in the conferences.
- e. Carry out research to inform goals for the Center and recommendations to agencies and conferences.

3. An *Interstaff Team for Women's Concerns*, composed of staff from national agencies with responsibilities for women's concerns, shall carry out additional activities related to the Coordinating Center within their agencies. Members of the Interstaff Team shall be accountable to their respective agencies. A specified time shall be negotiated between the Chief Executives of the agencies and the Center Coordinator for staff participation in the Coordinating Committee, Interstaff Team, and other collaborative activities around agreed-upon goals and objectives.

Location and Accountability

The Coordinating Center shall be located in the Office of the President and administratively accountable through its Coordinator to the President of the Church and to the pro-

MONDAY AFTERNOON, JUNE 25

cedures and practices of the Executive Offices. The Coordinating Center shall report its goals and activities annually to the Executive Council and biennially to the General Synod. The Center Coordinator shall be hired by and administratively accountable to the President, but primary responsibility shall be to carry out the directives of the Coordinating Committee.

Budget

The budget for the Coordinating Center shall be established through normal budgeting procedures as a separate item in the Executive Council's budget. The Coordinator shall administer the spending of funds as designated and approved by the Coordinating Committee, the Office of the President and under the financial oversight of the Budget Officer of the Executive Offices. The Advisory Commission shall request the Coordinating Center be eligible to apply to the Family Thank Offering for grants to fund projects for women in church and society. Application for grants shall be in conjunction with other national agencies when possible. If no agency will co-sponsor grant proposals for women, the Coordinating Center shall apply on its own according to the criteria governing the Family Thank Offering.

Theological Rationale

In the beginning, God created humanity "male and female" in the "image of God." Man and woman are companions and live in community characterized by harmony, mutuality, and oneness. Human beings through the ages have broken with God's created order by acts of disobedience and limited vision, as did the first man and woman. We split our experience in two—man's world and woman's world, man's work and woman's work, masculine and feminine—and define, limit, proscribe our lives based on our images and not God's. Harmony becomes division and opposition. Mutuality disintegrates into estrangement and patterns of domination and subordination. We experience ourselves "split" internally into the "masculine" and "feminine," "split" in our personal relationships with the "opposite" sex. We act out this "split" in our life in community and in the institutions we create.

In Christ we are given a new creation in which there is neither male nor female. We are baptised into a new community of covenant in which the harmony and mutuality of relationships between women and men is restored. This calls both women and men to a new humanity freed from the stereotypes of the world. This structural proposal is an attempt to incarnate in our institutions our new life in Christ, and enable the whole church to be a foretaste of God's new creation as promised in the Gospel and embodied in the life of Christ.

THE TWELFTH GENERAL SYNOD:

- 1) Reaffirms its commitment to a collaborative churchwide approach of advocacy to address the concerns of women and eliminate sexism in church and society.
- 2) Forms a Coordinating Center for Women in Church and Society which shall function from January 1, 1980 to December 31, 1987; the Center to be located in and administratively accountable to the Office of the President.

The Center's policy-making body shall be a coordinating committee of 32 members chosen as indicated below, and shall be staffed by a Coordinator and an Associate for Communication.

The Center shall advocate, coordinate and communicate the concerns of women throughout the national agencies and conferences of the United Church of Christ.

- 3) Directs that the Coordinating Committee of 32 members, for the Coordinating Center for Women in Church and Society, shall be appointed as follows:

Nineteen members-at-large for two-year terms, with privilege of a second consecutive term, who shall be elected by the Executive Council upon nomination by the President of the Church.

Twelve of these members-at-large shall be chosen from a list of persons who represent Women's Fellowships and Task Forces of the Conferences and are recommended by the Conferences.

Selection shall assure representation from all Regions.

Four of these members-at-large shall be chosen from a list of persons recommended by racial and ethnic groups, such as the United Black Christians, the Pacific and Asian American Ministries, the Hispanic Council, and the Council for American Indian Ministries.

Three members-at-large shall be chosen from a list of persons recommended by interest groups that choose to submit names, such as the United Church People for Biblical Witness and the United Church Coalition for Gay Concerns (19).

One representative from each of the national instrumentalities and from the Commission for Racial Justice who shall be appointed by their respective agencies, with the understanding that such representatives may be members of an agency's Board, Directorate, Staff, or of its constituency (9).

One representative each from the Executive Council and the Council of Conference Executives who shall be appointed by their respective chairpersons (2).

At least two-thirds of the members shall be women, at least *two-thirds* shall be lay persons, and at least *twenty percent* shall be under 30 years of age.

Initially the Coordinating Committee shall include at least four to six members of the present Advisory Commission on Women to ensure continuity.

In addition, the President of the Church and the Center Coordinator shall serve *ex officio* (2). Other Center staff and members of the Interstaff Team for Women's Concerns shall have voice without vote.

- 4) Reaffirms the Interstaff Team for Women's Concerns as an inter-agency approach to carry out advocacy and program for women.
- 5) Urges the United Church Board for Homeland Ministries, the Office for Church In Society, and the Office for Church Life and Leadership to continue their program responsibilities for women's concerns and their staff commitments to the Interstaff Team.

- 6) Urges the United Church Board for World Ministries, Stewardship Council, Office of Communication and the Commission for Racial Justice to designate staff to carry responsibility for policy and program advocacy for women and to join the Interstaff Team.
- 7) Directs the Coordinating Center to report annually to the Executive Council and biennially to the General Synod to evaluate the progress of the United Church of Christ in addressing the concerns of women and eliminating sexism and to bring recommendations to the Sixteenth General Synod as to how the United Church of Christ will carry out advocacy and program development for women in the future.
- 8) Directs that funding for the Coordinating Center be established through normal budgeting procedures as a separate item in the Executive Council budget beginning January 1, 1980.
- 9) Terminates the Advisory Commission on Women in Church and Society on December 31, 1979, with appreciation to those who have been its members.

7. COMMUNICATION TO GOVERNOR ROBERT GRAHAM

The Moderator recognized President Post who reported that the following communication had been sent to Governor Robert Graham of Florida:

25 June, 1979

The Honorable Robert Graham, Governor
State of Florida
Tallahassee, Florida

My dear Governor Graham:

The Twelfth General Synod of the United Church of Christ with 703 delegates is meeting in Indianapolis, Indiana. It has just reaffirmed its opposition to the death penalty "as a means of restorative justice."

The delegates have approved a resolution that asks you, a member of our Church, "to cease authorization of additional executions" in Florida.

We are acutely aware that the death penalty has been reinstated in 35 states, and that 520 people are now confined on death row. Therefore, the resolution directed a similar plea to other governors. It also urged delegates to petition their governors and state legislators "to reconsider and review those existing statutes which legalize the killing of human beings."

The resolution also points out that the death penalty is applied "discriminately" against minorities and that 90 percent of those on death row "could not afford an attorney."

We prayerfully urge you to act in accordance with this resolution.

Sincerely yours,

Avery D. Post
President

8. REPORT OF THE COMMITTEE ON NEW CHURCH DEVELOPMENT

The Moderator recognized Mrs. Nana Rinker (SD), Chairperson of the Committee on New Church Development for the report. Mrs. Rinker referred the delegates to Advance Materials, Section II, pages 39-40, 58-60; and moved the adoption of the report. She called on the Rev. Harry Myers (CT) to speak to the issue on behalf of the committee. There was extended discussion on various aspects of the report including the relationship of the proposal to actions of prior General Synods.

The Rev. Garnett Adams (PSE) was recognized and moved to amend the report by the addition of the following new paragraph to be inserted on the second page of the report: "The Twelfth General Synod recommends that every effort be made by the staff members of the United Church Board for Homeland Ministries, Conferences, and Associations working with new churches being started with financial and/or staff help from this campaign to have all such churches organized with the principal name of United Church of Christ and that this recommendation be included in any future guidelines developed for New Church Development." It was agreed to include this amendment as a part of the report.

Ms. Ann Lee Clough (NY) was recognized and moved to amend the report "that New Initiatives in Church Development become the substitute title for New Church Development throughout the body of the report." It was agreed to accept the substitute title and to include it as a part of the report.

Ms. Clough was recognized and moved to amend the report to change the first goal for action to read: "to increase the number and strength of local churches in the United Church of Christ through a vigorous program of developing new congregations; and to help existing congregations which are in the process of redefining their institutional form or addressing new opportunities for ministry." It was agreed to accept this amendment as a part of the report. It was

79-GS-35 VOTED: The Twelfth General Synod adopts the report of the Committee on New Initiatives in Church Development as amended:

NEW INITIATIVES IN CHURCH DEVELOPMENT

The following report and recommendation focuses on the need to expand significantly work in the area of New Initiatives in Church Development on behalf of the wider mission of the United Church of Christ. It has been developed during the past year in close collaboration with UCC conference and instrumentality executives, and it has been endorsed by the Stewardship Council, the United Church Board for Homeland Ministries and other constituent groups.

I. Theological Imperative

The time has come for a vigorous effort by the United Church of Christ to establish new congregations. Ours is an age of people on the move, people searching for certainty in the midst of rapidly-changing values and life styles. It is time to create new communities of faith within which the Spirit of Christ may contend with the spirit of the times. It is time for the United Church of Christ to renew its witness on the fron-