

14. REFERRAL OF RESOLUTION ON DEDUCTION OF CHARITABLE CONTRIBUTIONS

Mr. Bennett indicated that the Section agreed with the spirit and intention of this resolution and moved that it be referred to the Office for Church In Society and the Stewardship Council for further research and appropriate action, and it was

79-GS-44 VOTED: The Twelfth General Synod refers the resolution on Deduction of Charitable Contributions to the Office for Church In Society and the Stewardship Council for further research and appropriate action.

15. REPORT OF SECTION A—RESOLUTION ON IMPLEMENTATION OF AFFIRMATIVE ACTION

The Moderator recognized Mr. William Jones (CONN), Chairperson, for the report of Section A. Mr. Jones moved the adoption of the Resolution on Implementation of Affirmative Action and called on The Rev. James Burd (WI), a member of the Section, to speak to the resolution. Mr. Burd indicated that the resolution is supported by the Advisory Commission on Women in Church and Society, Black National Staff, Council for American Indian Ministry, Commission for Racial Justice, Hispanic Council, United Church Minister for Racial and Social Justice, Pacific and Asian American Ministries, and United Black Christians. This resolution reaffirms the action initiated by the Tenth and Eleventh General Synods and by the President of the Church in appointing an Affirmative Action Officer as part of the portfolio of an Assistant to the President.

The Rev. Richard Bailar (FL) was recognized and moved to amend the resolution by deleting on page 3 in the resolve section, line 11 the words; "Calls upon the President of the United Church of Christ" and replace them with the words "The Commission for Racial Justice." There was discussion and upon being put to a vote the Moderator declared the motion lost.

Ms. Sybil Gilbert (IL) was recognized and moved to amend the resolution by deleting lines 15-21 in the resolve section which read: "Calls upon the President of the United Church of Christ to name an Advisory Committee on Affirmative Action, to be composed of representatives from United Black Christians, Pacific and Asian American Ministries, the Hispanic Council, the Council for American Indian Ministries, the Advisory Commission on Women or its successor body, other appropriate groups, and representatives from conferences and national agencies. There was discussion and upon being put to a vote the Moderator declared the motion lost.

The Rev. Mart Reed (MN) was recognized and, on behalf of Section F, moved to include in the report a statement that had been identified as supporting the Resolution on Implementation of Affirmative Action which is to be inserted as a new paragraph at line 26: "Calls upon the Executive Council and the Nominating Committee of the next biennium to include affirmative action policies in the nomination of persons to the Boards of national agencies and instrumentalities, and in nominations as vacancies occur between Synods." It was agreed to include this statement in the resolution.

There was discussion, and it was

79-GS-45 VOTED: The Twelfth General Synod

adopts the Resolution on Implementation of Affirmative Action in the United Church of Christ as amended:

RESOLUTION ON IMPLEMENTATION OF AFFIRMATIVE ACTION IN THE UNITED CHURCH OF CHRIST

I. SUMMARY

This resolution calls upon the United Church of Christ to serve as a moral leader for the nation by reaffirming its commitment to affirmative action and meaningfully implementing the Affirmative Action program as: (a) affirmed and voted by the Tenth General Synod in June, 1975, (b) received by the Executive Council and commended as guidelines for the associations, conferences and instrumentalities in March, 1977, and (c) initiated under the executive leadership of the late Reverend Robert V. Moss, and continued by the President of the United Church of Christ, the Reverend Avery D. Post.

II. BACKGROUND

WHEREAS the United Church of Christ has taken the following steps to establish a policy and program on Affirmative Action:

June, 1975—Tenth General Synod voted the establishment of an Affirmative Action Officer and Program (75-GS-46);

January, 1976—The President of the Church appointed an Affirmative Action Officer;

March, 1977—Executive Council received an Affirmative Action Program proposal and commended it as affirmative action guidelines for associations, conferences and instrumentalities;

October, 1977—The President of the Church appointed a person as Assistant to the President, with primary responsibility for women's concerns and minority concerns, and as Affirmative Action Officer, whose portfolio allows 20% of her time be spent on Affirmative Action;

January to May, 1978—National agency audits developed in conjunction with Executives of Instrumentalities; phase I, data gathering, to be completed by fall, 1978 and results to be reported to the Executive Council in spring of 1979 and to the Twelfth General Synod;

July to December, 1978—Conference and local church audits developed in conjunction with representatives of the Council of Conference Executives;

January, 1979—Council of Conference Executives undertake audits; data to be forwarded to Affirmative Action Office by October, 1979 and to be tested in five churches per conference and reported to Affirmative Action Office by December, 1979;

June, 1979—Initiation of the UCC Affirmative Action Program has been moderately successful, particularly the development of data. However, the absence of a budgeted commitment to meaningfully implement the program of affirmative action, coupled with ever-increasing demands upon the Executive Council for budgetary priority from other UCC programs, agencies, interest groups, and missional concerns, threaten the achievement of the goals of affirmative

MONDAY EVENING, JUNE 25

action in the United Church of Christ and foster the demise of the Affirmative Action Program.

WHEREAS the absence of a meaningful financial commitment by the United Church of Christ to implement its Affirmative Action Program;

- a. fosters continued frustration, alienation and injustice among minority persons, congregations and communities, and among women in the Church and throughout society;
- b. affirms the subtle, but entrenched, persistence of institutional racism and sexism, even within the Church;
- c. supports, although perhaps unwillingly, the continued retreat throughout society from commitments and programs of moral, social, education, and constitutional justice for minority persons and for women; and,
- d. provides a convenient rationale for reactionary and violent forces in our society which perpetuate such myths as "Affirmative Action creates reverse discrimination," i.e., taking jobs and educational opportunities from white males, when in fact the statistics confirm that occupational and wage differentials for minorities and women are worse now than seven years ago;

III. THEOLOGICAL RATIONALE

WHEREAS the theological understandings of the UCC affirm commitments to Affirmative Action:

CHURCHES AND SOCIETY:

Churches in the United States are set in a society which is in fact pluralistic, including a wide variety of racial, ethnic, religious and cultural groupings. One of the educational functions of the church is to prepare its people for living in that pluralistic society. One of the functions of ministry is to serve the needs of that diverse society.

Even in settings where the immediate environment of a given church is homogenous, the mission of the church must be defined in part by the larger context of the total society. Any church which does not take into account that larger context of pluralism will not fulfill its primary mission to the world, nor to its immediate community. It is imperative, therefore, that churches seek to become representative of, and responsive to, the pluralistic society in which we exist.

Affirmative Action and audits of institutional racism/sexism are ways in which the church can move towards fulfillment of the ministry of justice and equality, within its own house and within the broader society.

THE CHRISTIAN IMPERATIVE:

The affirmative action imperative for Christians is embedded in the heart of the gospel. Our faith is one which seeks equitable treatment among all human beings; but we know that humans, both by overt and covert, intentional and unintentional actions, do act towards each other in discriminatory and even invidious, un-Christian ways. However, the gospel is always clear, identifying with the oppressed and affirm-

ing those who are discriminated against.

The Christian imperative to act affirmatively to insure equitable treatment and justice is inherent in our devotion to the scriptures and in our devotion to the example and life of Jesus. All Christians who would call out, "Lord, Lord," must also act affirmatively to insure that all people who are recipients of God's grace and love are treated justly by their global brothers and sisters, and by the institutions in our society.

The Twelfth General Synod:

1. Affirms Affirmative Action legislation and statues as an essential legal means of guaranteeing those inalienable rights for racial minorities, women, and all victims of oppression and discrimination, including persons with disabilities;
2. Reaffirms its support for meaningful implementation of the Affirmative Action policy voted by the Tenth and Eleventh General Synods, and the Affirmative Action Program commended as guidelines by the Executive Council for associations, conferences and instrumentalities;
3. Calls upon associations, conferences, and instrumentalities to follow-up on the data gathered in the affirmative action audit by working toward achievement goals, objectives and strategies;
4. Calls upon the President of the United Church of Christ to appoint a full-time minority person as the Affirmative Action Officer of the Church and requests that great importance be given to funding this position in full beginning January 1, 1980.
5. Calls upon the President of the United Church of Christ to name an Advisory Committee on Affirmative Action, to be composed of representatives from United Black Christians, Pacific and Asian American Ministries, Caucus of persons with disabilities, the Hispanic Council, the Council for American Indian Ministries, the Advisory Commission on Women or its successor body, other appropriate groups, and representatives from conferences and national agencies;
6. Calls upon national agencies to work with the Affirmative Action officer in an inter-agency collaborative process for the purpose of providing additional program and resource capabilities toward implementation of affirmative action throughout the Church.
7. Calls upon the Executive Council and the Nominating Committee of the next biennium to include affirmative action policies in the nomination of persons to the Boards of national agencies and instrumentalities, and in nominations as vacancies occur between Synods.
8. Calls upon local churches, associations, conferences, agencies and instrumentalities, as well and the UCC-related academies, colleges, seminaries, and health and welfare agencies to:
 - a. increase their support for those efforts and programs which seek to insure the equitable representation of minorities and women

MONDAY EVENING, JUNE 25

- throughout American life;
- b. continue to provide much-needed role models for others in society by affirming, strengthening, and practicing their own internal affirmative action policies;
 - c. affirm and proclaim the Judeo-Christian heritage of restitution, inclusiveness, salvation by grace, mercy, and justice as our mandate for affirmative action in the Church, in church-related institutions, and in the broader society;
 - d. urge pastors to preach on affirmative action, and to develop and lead teach-ins and periods of reflection on the issues of distributive justice, equity, and affirmative action;
 - e. support efforts to expand educational and employment opportunities throughout society, thereby widening the "funnel" of access and equity and reducing the destructive and divisive effects of intensive competition for limited positions, opportunities, and resources;
 - f. encourage advocacy groups, legal strategies, and the filing of supportive briefs, *amicus curiae*, in local and national cases in which affirmative action programs are at stake;
 - g. continue and expand support for Project Equality, the church-related program that enables churches to use their purchasing power to support affirmative action and equal opportunity;
 - h. undertake intensive programs of education and consciousness-raising to combat institutional and individual racism and sexism, and handicapism,

- to clarify that affirmative action does not create "reverse discrimination"; and,
- i. study and implement the recommendations on Affirmative Action as contained in the Advisory Commission on Women's Report to the Twelfth General Synod.

16. RESOLUTION ON HEALTH INSURANCE PREMIUM SUPPLEMENTATION

Mr. Jones referred the delegates to Advance Materials, Section II, pages 32-33, to the recommendation of the Executive Council on Health Insurance Premium Supplementation, moved the adoption of the Resolution on Health Insurance Premium Supplementation. He called on Mr. Richard P. Knight (CAC), a member of the Section, to speak to the resolution. Mr. Knight indicated that this resolution is a response to an action of the Eleventh General Synod that a policy of supplementation of payment of health insurance premiums for retired clergy and lay workers and their spouses be established.

There was discussion. There was a call for the order of the day. The Moderator deferred action on the resolution and recognized the Rev. John Bracke who indicated the order of Section reports on Tuesday, June 26.

17. ANNOUNCEMENTS

The Moderator recognized Secretary Evans for the announcements.

18. RECESS

The Moderator declared the General Synod in recess at 10:15 P.M. until 8:30 A.M., Tuesday, June 26.

TUESDAY MORNING, JUNE 26

1. CALL TO ORDER AND WORSHIP

The General Synod was called to order at 8:30 A.M. by the Assistant Moderator, the Rev. Donna Schaper.

The Rev. Jorge Luis Morales (IL) led the Synod in worship, conducted in English and Spanish. Mr. Morales was assisted by members of the Hispanic Council.

2. REPORT OF SECTION C—HUNGER ACTION PROGRAM

The Moderator recognized Mrs. Marilyn Briggs (MASS), Chairperson for the report of Section C. Mrs. Briggs moved the adoption of the resolution recommended by the Executive Council as printed in Advance Materials, Section II, pages 33-34, and called on the Rev. Stephanie Weiner (IK), a member of the Section, to speak to the Resolution. Ms. Weiner emphasized the importance of the Hunger Action Program, the changes in the Program as provided in the resolution, noting an editorial change, and it was

79-GS-46 VOTED: The Twelfth General Synod adopts the resolution on the Hunger Action Program as amended:

1. World hunger should continue to be a major focus of ministry by the United Church of Christ through its local congregations and members, associations, conferences, and national agencies.
2. All UCC national agencies, conferences, associations, and congregations cooperate in a comprehensive

and effective hunger program, coordinating their diverse hunger action activities for the efficient dissemination of material resources and information, for the motivation of concrete actions and for simple but adequate accountability and evaluation.

3. The United Church Board for World Ministries is requested to continue carrying responsibility for the coordination of these hunger-related actions of the UCC, by sponsoring an effective inter-agency staff working group and maintaining a Hunger Action Office, and will submit an annual report to the Executive Council.
4. The UCC Hunger Action Fund is continued on the following basis:
 - a. Management of the Fund is the responsibility of the directors of UCBWM, including the establishment of policy, the approval of an annual budget, and the approval of project grants.
 - b. Recommendations for the project grant allocations shall be made by an inter-agency working group representing national agencies and conferences, such groups to include one or more non-staff person(s).
 - c. The Stewardship Council will continue promotion of this Fund.
 - d. The Hunger Action Fund be used for: