

preparation of aids to help local congregations deal with the issues of biblical authority should be referred to the Office for Church Life and Leadership for study. There was discussion, and it was

79-GS-65 VOTED: The Twelfth General Synod adopts the Resolution on Biblical Authority:

**Resolution on Biblical Authority**

WHEREAS, the Executive Council has received the resolution concerning biblical authority from the Congregational United Church of Christ in Ainsworth, Nebraska;

WHEREAS, the Preamble of the Constitution of the United Church of Christ, Paragraph 2, expresses the bases of our faith and practice as follows:

“The United Church of Christ acknowledges as its sole Head, Jesus Christ, Son of God and Saviour. It acknowledges as kindred in Christ all who share in this confession. It looks to the Word of God in the Scriptures, and to the presence and power of the Holy Spirit, to prosper its creative and redemptive work in the world. It claims as its own the faith of the historic Church expressed in the ancient creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the Church in each generation to make this faith its own in reality of worship, in honesty of thought and expression, and in purity of heart before God. In accordance with the teaching of our Lord and the practice prevailing among evangelical Christians, it recognizes two sacraments: Baptism and the Lord’s Supper or Holy Communion.”

WHEREAS, the Office for Church Life and Leadership is in the process of developing resource materials on faith exploration in the area of biblical study,

THEREFORE BE IT RESOLVED, the Twelfth General Synod requests that the Office for Church Life and Leadership also proceed with the preparation of resources to aid local congregations to deal with questions and issues of biblical authority in the Christian faith.

**7. REVISED SCHEDULE OF SECTION REPORTS**

Assistant Moderator Shimer turned the chair over to Moderator Hurst who recognized the Rev. Martha Baumer of the Agenda Committee. Ms. Baumer gave a revised schedule of Section reports for the afternoon.

**8. HEALTH INSURANCE PREMIUM SUPPLEMENTATION**

The Moderator recognized Mr. William A. Jones (CT), Chairperson of Section A, for a continuation of the Section report. Mr. Jones reminded the delegates that on Monday night discussion was terminated on the Health Insurance Premium Supplementation on a call for the Order of the Day. The issue is before the General Synod and discussion continued.

The Rev. William G. Barndt (OH) was recognized and moved to amend the report by the addition of the following:

“WHEREAS, the General Synod recognizes that nearly all ordained ministers of the United Church of Christ have at least one half of their health insurance premiums paid prior to retirement and then face the possibility of paying the entire premiums after retirement, and

WHEREAS, the General Synod also recognizes that the heaviest burden falls upon those ordained ministers who retire before age 65, or who have spouses under age 65, and since the annual health insurance premiums for such persons is over \$500,

THEREFORE, the Twelfth General Synod directs the Executive Council to appoint a task force to study these issues and submit recommendations to the Thirteenth General Synod to the end that in the near future one-half of the health insurance premiums of all retired ordained ministers of the United Church of Christ or of any surviving spouses will be paid by the Church at large.”

There was discussion and upon being put to a vote the Moderator declared the motion lost.

The Rev. Leon Willhite (PW) was recognized and moved to amend the report by adding the phrase “the United Church of Christ” before the word “denominational” in paragraph 2. There was discussion and it was agreed to accept this as a part of the report. It was

79-GS-66 VOTED: The Twelfth General Synod adopts the Resolution on Health Insurance Premium Supplementation as amended:

**Health Insurance Premium Supplementation**

The Twelfth General Synod adopts a policy of supplementation of payment of health insurance premiums for retired clergy and lay workers and their spouses effective January 1, 1980. Funds for such supplementation shall be provided from OCWM basic support. Further, the General Synod requests the Pension Boards to administer the health insurance supplementation program under the following guidelines.

Eligibility for supplementation of health insurance premiums for retired clergy, lay workers and their spouses will be as follows:

1. the general requirement concerning income levels and age at retirement, death and disability shall be the same as that established for the supplementation of clergy and lay workers small annuities;
2. the individual shall have been a participant in the United Church of Christ denominational health insurance plan administered through a Conference or national instrumentality for the five consecutive years prior to retirement, death or disability; and
3. the retired individual is currently participating in the continuing plan for retired clergy or lay workers provided through the denominational plan in which the individual has participated during the five years preceding the retirement, death or disability of the member.

The General Synod establishes, effective January 1, 1980, the supplementation level for payment of health insurance premiums at \$48.00 per year per person (member and spouse) representing one half of the total cost of health insurance for retired clergy and lay persons enrolled in the denominational health insurance plan which is administered by the Pension Boards. Future levels of supplementation will be set upon recommendation of the Pension Boards to the General Synod.

The General Synod recommends the supplementation of payment of health insurance premiums policy be followed

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by Conferences for future retired lay workers, ministers and their spouses.

The General Synod recommends that the Council of Conference Executives explore the implications of this policy for retired clergy already receiving health insurance premium assistance from some Conferences and the possibility of a uniform policy at a level comparable to existing practices provided out of Conference funds.

### 9. PENSION SUPPLEMENTATION

Mr. Jones referred the delegates to Advance Materials, Section II, pages 33 and 122, and to Section IV, page 9 and moved the adoption of the revised Overture on Pension Supplementation. He called on the Rev. David B. Cooper (MI) to speak to the Overture. Mr. Cooper indicated that this Overture deals primarily with pension supplementation for ministers and their spouses and recommends the level of supplementation for 1980. There was discussion, and it was

79-GS-67 VOTED: The Twelfth General Synod adopts the revised Overture on Pension Supplementation.

#### **Overture: Pension Supplementation**

WHEREAS, the United Church of Christ and its constituting denominations and fellowships have long been concerned with providing adequate pensions for retired ministers and spouses, and for surviving spouses of retired ministers; and,

WHEREAS, supplementation for smaller incomes has been provided by the Pension Boards through denominational allocation; and,

WHEREAS, the Executive Council has recommended that by 1981, subject to available funds, the income level upon which supplementation is based be increased to \$7,200 for a retired minister and spouse and to \$4,320 for a surviving spouse; and,

WHEREAS, the accepted figure for the surviving spouse is fixed at 60% of the income of a retired minister and spouse, and the amount \$4,320 is low,

THEREFORE BE IT RESOLVED, that the Twelfth General Synod raise the income level upon which pension supplementation for the minister is based to at least \$7,200 effective January 1, 1980.

BE IT FURTHER RESOLVED, that the Twelfth General Synod instruct the Executive Council to continue the eligibility amount of personal net assets, exclusive of personal residence, that may be owned by a minister or spouse at a maximum amount of \$50,000, and,

BE IT FURTHER RESOLVED, that the Twelfth General Synod recommends that the Executive Council, as soon as possible, raise the income standard for the surviving spouse to an amount in excess of 60% but not more than 75% of the specified income level of the minister.

BE IT FURTHER RESOLVED, that the Twelfth General Synod recommends that the Executive Council further raise the pension supplementation limit, effective January 1, 1981, for ministers who do not own their own home.

BE IT FURTHER RESOLVED, that the Twelfth General Synod recommends to the Executive Council that in view of inflation a determination be made as to whether or not

the recommended annual payment to the Pension Boards of 11% of the minister's salary basis will provide an adequate retirement income above the supplemental level, especially for clergy receiving low salaries.

### 10. GUIDELINES FOR EMPLOYMENT OF LAY WORKERS IN THE UNITED CHURCH OF CHRIST

Mr. Jones referred the delegates to Advance Materials, Section II, pages 30-32, and moved the adoption of the revised Resolution on Guidelines for Employment of Lay Workers in the United Church of Christ. Mr. Jones called on the Rev. Daniel Horn (FL) to speak to the resolution. Mr. Horn said that this is an opportunity for the General Synod on behalf of the Church to vote guidelines for lay workers that parallel the style of programming for clergy in the United Church of Christ.

The Rev. Rudolf J. Stohler (KO) was recognized and moved to amend the resolution by adding to the title of 2b the phrase "and Unemployment Compensation Insurance." It was agreed to include this as a part of the resolution. There was discussion, and it was

79-GS-68 VOTED: The Twelfth General Synod adopts the resolution on Guidelines for Employment of Lay Workers in the United Church of Christ as amended:

#### **Resolution: Guidelines for Employment of Lay Workers in the United Church of Christ**

A. The Church's struggle for economic and social justice in the society must include fair wages and benefits for its own workers, including decent working conditions. In order to accomplish this, it is recommended:

##### 1. *A fair salary — with annual salary review*

An employee of the Church should be paid a salary commensurate with the work performed, in line with the going community rate. Regular review of compensation and working conditions should be conducted with an annual salary review. Paid vacations, holidays and sickness policies should be dealt with clearly and fairly.

##### 2. *Employee Fringe Benefits*

All employees of the Church, both clergy and lay workers, should receive adequate fringe benefits. While recognizing that not all employees need all benefits, the committee urges that those who do not otherwise have adequate retirement, health, life and disability protection should be covered in these plans as a part of their employment. Plans in which employees should participate include:

##### a. *Provision Made for Inclusion in Retirement Fund for Lay Workers*

Recommended 11% dues should be paid by the employer on all lay workers' total salaries, whether full or part-time. (Part-time workers need to acquire benefits at all positions held in order to acquire adequate total pension benefits for retirement.) If a house is provided to a lay worker as part of the compensation, its fair rental value is taxable and should be added to the cash salary to determine total salary.

##### b. *Social Security and Unemployment Compensation Insurance*