

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*