

TUESDAY EVENING, JUNE 30

tional Offices - Mr. Malcolm McLean, who is the retiring as President of Northland College - a UCC-related college.

Rev. Dale P. Krampe (SD) recognized Ms. Tilley Charging Eagle of CAIM. Mr. Krampe also recognized Rev. Jack Battan as former Conference Minister of South Dakota Conference. He also expressed appreciation for the interim leadership of Rev. Don Yungclas and expressed thanksgiving for the coming of Rev. Edwin Mehlhaff as the incoming Conference Minister.

Rev. Cynthia Brandt-Scanlin was also recognized.

Mr. Bob Tussing (WNI) recognized Rev. James Halfaker who celebrated his 25th anniversary of his ordination and marriage and who celebrated a birthday.

Rev. Geneva Butz (PSE) recognized the oldest delegate at the General Synod, Mr. Owen L. Fox, age 86. He is a member of the Old First Reformed Church in Philadelphia, Pa.

Rev. Robert Sandman (ILL) made a presentation from the Illinois Conference of \$576.00 to be presented to the Council for Ecumenism.

13. COMMITTEE HEARINGS ON WORK OF NATIONAL INSTRUMENTALITIES AND OTHER NATIONAL BODIES

Ms. Brun provided the instructions for the committee hearings on the work of the National Instrumentalities and other na-

tional bodies. Committee locations for the following hearings were announced.

Coordinating Center for Women
Commission for Racial Justice
Executive Offices
Office of Communication
Office for Church In Society
Office for Church Life and Leadership
Pension Boards
Stewardship Council
United Church Foundation
United Church Board for Homeland Ministries
United Church Board for World Ministries

The hearings were to be held from 4:00 p.m. to 5:00 p.m. Minutes of the sessions would be recorded and forwarded to the Executive Council.

14. ANNOUNCEMENTS

The Moderator called on Rev. Carol Brun to make the announcements.

15. RECESS

The Moderator announced that hearings on the work of the National Instrumentalities and other national bodies would be held from 4:00 until 5:00 p.m. He then declared the Sixteenth General Synod to be in recess until 7:00 p.m.

TUESDAY EVENING, JUNE 30

1. CALL TO ORDER

The Sixteenth General Synod was called to order by the Moderator, Mr. Kenneth P. Stewart at 7:10 p.m.

2. RESPONSE TO QUESTION ABOUT THE ELECTION OF THE EXECUTIVE COUNCIL CHAIRPERSON

The Moderator called on Mr. Norman Van Klompenburg to respond to a question asked in a previous plenary regarding the issue of the election process to Executive Council. Mr. Van Klompenburg called on Mr. Douglas Hatfield, Chairperson of the Committee on Structural Planning, to give a brief summary of the process since the Fifteenth General Synod. He explained that in March it was voted to recommend to General Synod that Bylaw 194 be changed to permit the election of the chairperson prior to the General Synod. The election that was conducted on June 24 was contingent upon the General Synod adoption of that Bylaw amendment.

Mr. Van Klompenburg stated that the Executive Council election process was technically correct, but more was needed to address inequities.

Rev. C. Shelby Rooks, Executive Director of the United Church Board for Homeland Ministries came to the microphone. He said that expectations had been raised that an affirmative action plan would be put in place. Only two minorities in 30 years have been elected to the Executive Council Chair. Memory was the issue. He stated that minorities asked for a rotation process - clergy, lay, women, men, white and minority.

Rev. Avery Post asked the body to observe a moment of silence and then led the body in prayer.

The Moderator called upon the Assistant Moderator, Rev. G. Melvin Palmer, who took the gavel.

3. RESOLUTION "UNITED CHURCH OF CHRIST SECRETARIES/SUPPORT STAFF JUST EMPLOYMENT PRACTICES"

The Resolution was presented by Ms. Lois Lausman (OH), Chairperson of Committee 19, who spoke to it and recommended adoption of the proposal.

87-GS-107 VOTED: The Sixteenth General Synod adopts the Resolution "United Church of Christ Secretaries/Support Staff Just Employment Practices."

United Church of Christ Secretaries/Support Staff Just Employment Practices

WHEREAS, our biblical faith calls for justice and righteousness in our dealings with others; ("and what does the Lord require of you, but to do justice and to love kindness and to walk humbly with your God?")

WHEREAS, the gospels and epistles call for just employment practices; ("the laborer deserves his/her wages," Luke 10:7, I Timothy 5:18) ("the laborer deserves his/her food," Matthew 10:10).

WHEREAS, some secretaries and support staff employed by the churches, conferences, agencies, and instrumentalities of the United Church of Christ are not given adequate professional and compensation considerations;

WHEREAS, continuing education opportunities provided for secretaries and support staff employed by the churches, conferences, agencies, and instrumentalities of the United Church of Christ benefit not only the individual but the entire church;

("For just as the body is one and has many members, and all the members of the body, though many are one body, so it is with Christ," I Corinthians 12:12.)

WHEREAS, networks provide opportunities for education, fellowship and the sharing of information that will benefit not only the individuals but also their roles and participation in all areas of the life of the United Church of Christ;

WHEREAS, the United Church of Christ seeks to be on the leading edge of support for professionalism, education, and adequate compensation for workers;

WHEREAS, there is a need to raise the level of professionalism and support for all secretaries and support staff employed by the churches, conferences, agencies, and instrumentalities of the United Church of Christ;

THEREFORE, BE IT RESOLVED, the Sixteenth General Synod urges employers to provide the secretaries and support staff of local churches, associations, conferences, agencies, and instrumentalities of the United Church of Christ, a fair salary, vacation, health insurance, and pension benefit package applicable to their circumstances;

BE IT FURTHER RESOLVED, the Sixteenth General Synod asks employers to encourage secretaries and support persons to participate in United Church of Christ networks and educational events;

BE IT FURTHER RESOLVED, the Sixteenth General Synod recommends that all churches, associations, conferences, instrumentalities, and other bodies of the United Church of Christ endorse and support this Resolution and the formation of a United Church of Christ Secretaries/Support Staff Network;

AND BE IT FURTHER RESOLVED, the Sixteenth General Synod asks the Executive Council to assign an agency or instrumentality to monitor and support this action.

4. DISCRIMINATION AGAINST OLDER CLERGY IN THE UNITED CHURCH OF CHRIST

Ms. Lausman presented the Resolution and recommended its adoption with two corrections - the inclusion of the word "older" which was omitted and a paragraph was added for the Office for Church Life and Leadership to deal with the problems of older clergy.

87-GS-108 VOTED: The Sixteenth General Synod adopts the Resolution "Discrimination Against Older Clergy in the United Church of Christ."

Discrimination Against Older Clergy in the United Church of Christ

Background

Discrimination against older persons in the job market is a widespread problem in our society. Many of our church members, finding themselves unemployed and over fifty, report finding employment opportunities closed to them in spite of qualifications. This is a serious personal and social problem today.

Discrimination against older clergy also exists within the Church. There are complaints about it from clergy of many denominations. One of our pastors, seeking a new position at age 60, was openly told by the chairperson of one search committee that he was turned down because of his age. The committee was looking for a younger pastor. Others report similar experiences. One sensitive and skilled pastor, aware of his own abilities and limitations, recognizing that the time had arrived when a change would be beneficial to the life of his congregation and to his own personal life, has met with rejection time after time. One interview he did have was dominated by a member of the search committee who openly and

repeatedly questioned whether a 55 year old clergyperson would have the stamina to lead the church. An association counselor was told by one search committee that they would consider no candidate over the age of 45! A conference minister, seeking to return to a parish pastorate, reported being rejected by search committees because of age. A national staff person recalled that "my father met age discrimination when he was in his late fifties and attempted to move to another parish." Another gifted senior pastor said he had given up trying to move and was waiting until age 62 when, assisted by modest retirement benefits, he would seek opportunities in interim ministry.

Stories of discrimination against older clergy are legion. The problem does exist in the United Church of Christ. Yet these people often bring mature judgment, valuable experience, and proven competence in ministry. Discrimination on account of age denies the church these valuable benefits. It also destroys the morale of some of our most valuable people - people who have given a lifetime of service and have, in that process, acquired wisdom, understanding, and skill they are called by God to share with the Church.

The concern of this Resolution is to address a need of the whole Church as well as of its clergy in the third of their active ministry-who are able and eager to give valuable service yet find themselves frustrated by blind prejudice widespread in both church and society.

Resolution

WHEREAS, discrimination against older people is a serious problem in both church and society in modern America;

WHEREAS, most, if not all, of the conferences and instrumentalities of the United Church of Christ have declared themselves to be equal opportunity employers;

WHEREAS, discrimination against older clergy exists with the United Church of Christ;

WHEREAS, this discrimination causes untold pain, frustration, and low morale among experienced clergy who have valuable experience, wisdom, and skill to share with congregations and with the Church at large;

WHEREAS, Conference ministers and national leadership are aware of the existence of discrimination against older clergy;

WHEREAS, the United Church of Christ appreciates and is concerned for its experienced clergy;

BE IT THEREFORE RESOLVED, the Sixteenth General Synod of the United Church of Christ calls upon conferences and instrumentalities of the Church as well as local congregations each to affirm its support of these veteran disciples of our Lord.

BE IT FURTHER RESOLVED, the Sixteenth General Synod calls upon the Office of Communication, the Office for Church Life and Leadership, the Office for Church in Society, the Board for Homeland Ministries, and other instrumentalities of the United Church of Christ to use national Church communication resources, including United Church News, to join in calling attention to the sin of Ageism in Church and Society and to educate our Church people concerning the rich resources the Church has in clergy and other persons gifted with age and experience.

BE IT FURTHER RESOLVED, the Sixteenth General Synod calls upon the Office for Church Life and Leadership, the Office for Church in Society, the Office of Communication, the United Church News, and publications of the various conferences to address the problem of Ageism at all levels of the