

## TUESDAY AFTERNOON

Ms. Mason also indicated that any business not dealt with by General Synod would be referred to the Executive Council.

Mr. Drew Hammond (RM) was called to the podium. Mr. Hammond, a youth, was responsible for the recycling project of unwanted and unused paper of the delegates. He was applauded for his work.

### 3. RESOLUTION "AUTHORIZED MINISTERS, CHRISTIAN EDUCATORS, AND THEIR FAMILIES IN CRISIS"

The Moderator recognized the Chairperson of Committee 12, Ms. Sue Cassidy (IOWA), for the presentation of the Report of Committee 12. On behalf of the Committee, Ms. Cassidy moved that the 17th General Synod adopt the Resolution "Authorized Ministers, Christian Educators, and Their Families in Crisis."

The Rev. Jerry Roberts (IOWA) spoke on behalf of the Committee noting that the resolution calls for action. With no discussion, it was

89-GS-97 VOTED: The 17th General Synod adopts the Resolution "Authorized Ministers, Christian Educators, and Their Families in Crisis."

#### AUTHORIZED MINISTERS, CHRISTIAN EDUCATORS, AND THEIR FAMILIES IN CRISIS

WHEREAS, the General Synod 17 has rejected the final report of the Clergy in Crisis Response Implementation Team, and

WHEREAS, the 17th General Synod recognizes a continuing need to address the needs of our authorized ministers, Christian educators, and their families in crisis.

THEREFORE, BE IT RESOLVED, that the 17th General Synod:

1. Calls upon the Conferences to prepare and provide authorized ministers, Christian educators, and their families with a listing of resources in their area which are available in times of crisis.
2. Calls upon the Office for Church Life and Leadership (OCLL) to facilitate and coordinate such listings by sharing information between conferences as well as information about resources available nationally.
3. Calls upon OCLL and the United Church Board for Homeland Ministries to explore with the closely related seminaries the development of programs which will assist authorized ministers, Christian educators, and their families in: a) preparing to deal effectively with times of crisis which arise in the course of ministry; and b) personal, vocational, and theological reflection during times of crisis.
4. Calls upon OCLL to include in Beginning Your Ministry in the UCC information about resources available to deal with times of crisis.
5. Calls upon the Pension Boards to develop a means of notifying authorized ministers, Christian educators, and their families of the guidelines and procedures for requesting financial assistance from the Board of Ministerial Assistance.
6. Commends the inclusion of specific financial goals to address crisis needs of authorized ministers, Christian educators, and their families within the proposed General Synod capital campaign.

### 4. RESOLUTION "PLACEMENT OF UCC CLERGYWOMEN"

Continuing the report of Committee 12, Ms. Cassidy moved that the 17th General Synod adopt the Resolution "Placement of UCC Clergywomen." The Rev. Darryl Malena (NEB) introduced the Resolution. After several affirming comments from the delegates, it was

89-GS-98 VOTED: The 17th General Synod adopts the Resolution "Placement of UCC Clergywomen."

#### PLACEMENT OF UCC CLERGYWOMEN

##### Theological Rationale

As Christians, we are called individually to practice justice and mercy in our personal, professional and ecclesial lives. We are called to recognize, name and struggle against the oppression which permeates this world. Further, we are enabled through the gift of God's grace, to acknowledge our own complicity in the sin of the world, and through the power of God's grace, we strive to grow ever closer to God's will for us.

Today there exists a sense that one locus of oppression within our world can be seen in the process of calling women to pastoral leadership. God continues, with infinite love and mercy, to call forth both women and men for the particular tasks of the ordained ministry, equipping the saints for the ministry of Jesus Christ. Faithful to our recognition of God's calling of women to pastoral ministry, we are concerned that God's call not be restricted or prevented by either prejudice or benign neglect at any level of our denomination.

WHEREAS, fifty percent of all United Church of Christ persons currently graduating from seminary are women, and

WHEREAS, there is a perception that clergywomen are being overlooked by congregations who are seeking ministers, and

WHEREAS, clergywomen, believing that perception, are dropping out of the search process and leaving parish ministry, and

WHEREAS, a growing number of established clergy are approaching retirement age, creating an anticipated undersupply of qualified clergy;

THEREFORE, BE IT RESOLVED, the 17th General Synod of the United Church of Christ affirms the gifts and the call of women seeking pastoral placement in the United Church of Christ and stands in solidarity with them as they strive to live out a ministry of partnership with the whole People of God, and

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ expresses its pastoral concern for women who have experienced depersonalization and painful exclusion in the placement process, and

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ

1. Requests the Office for Church Life and Leadership and the United Church Board for Homeland Ministries Research Office
  - a. to design and conduct a study in consultation with the

## TUESDAY AFTERNOON

Affirmative Action officer, the Coordinating Center for Women, and the UCC Clergywomen's Network, to identify barriers;

- b. to suggest appropriate strategies to address inequities that are identified, and
- c. report their findings and recommendations to the 18th General Synod.

The study should include investigation of barriers to placement of women, strategies used to promote consideration of women, and experiences of those seeking placement both within the parish and in extra-parish positions.

2. Challenges the newly-elected President of the United Church of Christ to provide vigorous, proactive leadership as an advocate for justice and fairness in the placement of ordained women in pastoral positions.
3. Requests Conference and/or Association placement personnel to conduct workshops for search committees which broaden their vision of pastoral ministry and to encourage serious consideration of women candidates.
4. Calls upon the closely and historically related seminaries of the United Church of Christ to cooperate with the church in empowering women candidates for ordained ministry by helping to develop realistic strategies for encouraging the placement of women as pastors.
5. Requests that search committees receive all profiles and enter into the placement process with an eye to qualifications rather than the gender of the applicant.
6. Calls upon local congregations to acknowledge and to assess their own participation in the discrimination against women seeking pastoral positions.
7. Challenges pastors in the United Church of Christ to affirm their own openness to share in the partnership of ordained ministry equally with men and women.

Financial Implications: Subject to the availability of funds.

### **5. RESOLUTION "TO ENCOURAGE FULL COVENANTAL PARTICIPATION IN THE UCC HEALTH BENEFITS PLAN"**

Ms. Cassidy next moved that the 17th General Synod adopt the Resolution "To Encourage Full Covenantal Participation in the UCC Health Benefits Plan." The Rev. Bonnie Dilious (PC) explained that the Committee is bringing the Resolution back to General Synod with a stronger title, emphasizing full covenantal participation.

The Rev. Robert Matlack (NY) moved an amendment, and it was

89-GS-99 VOTED: The 17th General Synod amends the Resolution by adding to the text "Be it further resolved, that the 17th General Synod encourages UCC Health Insurance Plan to accept UCC groups, which are already constituted and insured with another health insurance plan, without requiring the individual members of those groups to prove insurability; and . . ."

Mr. John Ordway, Executive Vice President of the Pension Boards United Church of Christ offered a friendly amendment to broaden the scope addressed by the Resolution. The Rev. Ronald Beebe (NEB) also offered a friendly amendment about reporting back to the 18th General Synod. Both were allowed.

After additional comments from the floor, the main motion was voted as amended and it was

89-GS-100 VOTED: The 17th General Synod adopts the Resolution "To Encourage Full Covenantal Participation in the UCC Health Benefits Plan."

### **TO ENCOURAGE FULL COVENANTAL PARTICIPATION IN THE UCC HEALTH BENEFITS PLAN**

WHEREAS, the Pension Boards of the United Church of Christ administers a self-insured health plan for ministers and layworkers in the United Church of Christ known as the UCC Health Benefits Plan;

WHEREAS, premium rates for coverage in this UCC Health Benefits Plan escalated by 40% for 1988, are quickly moving beyond small churches' and retired clergy's financial ability to participate, and may leave many persons uninsured and at risk;

WHEREAS, many older and/or retired UCC clergy generally incur larger claims than young and middle-aged participants;

WHEREAS, participation in the UCC Health Benefits Plan by larger numbers of young clergy and layworkers would reduce premiums for all participants;

WHEREAS, the United Church of Christ national offices, Instrumentalities, and four of the United Church of Christ Conferences do not presently participate in the UCC Health Benefits Plan;

WHEREAS, the United Church of Christ views itself as a family in covenant, with each member of the family committed to the health and welfare of every other member and, in particular, committed to the health and welfare of those who are least strong financially and at highest risk, and

WHEREAS, out of the theology which we affirm comes our understanding that "where a person has been given much, much will be expected of that person; the more a person has had entrusted to him or her the more that person will be required to repay."

THEREFORE, BE IT RESOLVED, the 17th General Synod requests all churches and national Instrumentalities of the United Church of Christ which purchase or contribute toward health insurance coverage for their clergy or layworkers with monies contributed by members of the United Church of Christ or generated by such funds be encouraged to participate in the United Church of Christ Health Benefits Plan or in another, more cost-effective plan developed by the Pension Boards for the entire UCC Family, young and old, strong or weak;

BE IT FURTHER RESOLVED, the 17th General Synod encourages the United Church of Christ Health Insurance Plan to accept United Church of Christ Groups, which are already constituted and insured with another health insurance plan, without requiring the individual members of those groups to prove insurability and to report its findings on the issues of justice and participation to the Eighteenth General Synod, and

BE IT FURTHER RESOLVED, the 17th General Synod directs the Executive Council to be responsible for wrestling with the justice issue of health insurance within the United Church of Christ and to be responsible for encouraging full covenantal participation in the UCC Health Benefits Plan.

Financial Implications: Subject to the availability of funds.