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compliance with the substance and intent of these guidelines.

ETHICAL GUIDELINES FOR LABOR RELATIONS FOR UNITED CHURCH OF CHRIST ORGANIZATIONS AND RELATED ORGANIZATIONS

I. TREAT EMPLOYEES AS YOU WOULD LIKE TO BE TREATED

- A. Unambiguously affirm that employees do not forfeit their right to organize and bargain collectively when they go to work for a UCC organization or related organization.
- B. Refrain from any actions, legal or illegal, which exercise the power of the employer in an abusive or coercive fashion, including, but not limited to, the following:
 1. Conducting “closed door” or “captive audience” meetings with employees.
 2. Subtle or overt threats to employee job security as a result of any involvement in union organizing activity.
 3. In the event of a strike, hiring of permanent replacement workers.

II. RESOLVE DIFFERENCES QUICKLY

- A. Immediately recognize the self-determination of employees expressed through an affirmative majority vote to be represented by a union. Refrain from engaging in challenges to election results unless there is unambiguous evidence that elections were unfairly conducted.
- B. If a union is recognized, make every effort to negotiate a fair contract quickly. Specifically, refrain from engaging in any delaying tactics which might be perceived as an effort to overturn the original result in a recertification election.
- C. Consider allowing card-check recognition as an alternative to the standard union election procedure.

III. SEEK WIN-WIN SOLUTIONS

- A. If a union representation is established, retain labor relations counsel with a reputation and record for fair and timely negotiation of labor contracts.

B. Openly affirm that employees can be loyal to both the union and the employer. Avoid statements or materials which imply that union participation is anti-employer behavior.

C. Expect to work with the union as a partner and resource in the pursuit of the organization’s mission to those it, and by extension its employees, serves.

18. RESOLUTION “UCC RESPONSE TO CHURCHES IN COVENANT COMMUNION AND PROPOSED RECOMMENDED ACTION”

The Moderator recognized the Rev. Rod Mundy to continue the report of Committee Fourteen, which was begun during the Fifth Plenary. Mr. Mundy reviewed the status of the resolution before the delegates and referred them to the advanced materials. He explained that the information on pp. 137-140 of the Program/Worship and Business Book is background information; the information on pp. 140-153 is the response; and that the recommendations are found on pp. 143-144. Mr. Mundy read the main motion, which was the item before the body at the time this piece of business was last considered.

Assistant Moderator Taylor asked for discussion; there was no further discussion.

95-GS-52 VOTED: The Twentieth General Synod adopts the Resolution “United Church of Christ Response to Churches in Covenant Communion and Proposed Recommended Action.” *[The text of the Resolution “United Church of Christ Response to Churches in Covenant Communion and Proposed Recommended Action” is located in Appendix E.]*

19. RESOLUTION “DEEP ECUMENISM”

Assistant Moderator Taylor asked Mr. Mundy to continue the report of Committee Fourteen. Mr. Mundy stated the only remaining piece of business was the Resolution “Deep Ecumenism.” Mr. Mundy moved on behalf of Committee Fourteen that the Resolution “Deep Ecumenism” be referred to the Executive Council. There was no discussion. *[The complete text of the Resolution “Deep Ecumenism” is located in Appendix C.]*

95-GS-53 VOTED: The Twentieth General Synod refers the Resolution “Deep Ecumenism” to the Executive Council.

20. MUTUAL RECOGNITION AND RECONCILIATION OF ORDAINED MINISTRIES CHANGES TO THE CONSTITUTION AND BYLAWS

The Moderator called on the Rev. Susan Henderson, Chair of Committee Nine, who directed the attention of the

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delegates to the original document located on pp. 105-108 of the Program/Worship and Business Book. She explained the changes recommended by the Committee were editorial in nature and in no way changed the substance of the original recommendations. Ms. Henderson then moved that the Synod adopt the “Mutual Recognition and Reconciliation of Ordained Ministries Recommended Changes to the Constitution and By-Laws of the United Church of Christ.”

There was discussion both for and against the proposed changes.

Voice without vote was granted by consensus to the Rev. Gene Kraus of the Office for Church Life and Leadership to respond to a question from a delegate regarding the process to implement the proposed changes. He stated that if Synod approves the changes and if they are approved by the Christian Church (Disciples of Christ), the United Church of Christ will need ratification of the Constitutional changes by 2/3 of the conferences. If that ratification is forthcoming, the changes then become official.

Delegates were informed that the time for discussion of this issue was at an end and the Twentieth General Synod voted to close debate.

95-GS-54 VOTED: The Twentieth General Synod adopts “Mutual Recognition and Reconciliation of Ordained Ministries Recommended Changes to the Constitution and By-Laws of the United Church of Christ.”

MUTUAL RECOGNITION AND RECONCILIATION OF ORDAINED MINISTRIES RECOMMENDED CHANGES TO THE CONSTITUTION AND BYLAWS OF THE UNITED CHURCH OF CHRIST

- I. The Executive Council recommends that the Twentieth General Synod amend the *Constitution of the United Church of Christ*
- by inserting a new Article VI containing new sections 28 through 33 as described below,
 - by renumbering subsequent articles and sections as necessary,
 - by amending portions of the *Constitution of the United Church of Christ* by adding the following text identified by **bold and underlined** print and by deleting text identified by ~~strike through~~ print,
 - and by authorizing the Secretary of the Church to make such additional editorial changes as may be necessary throughout the *Constitution and Bylaws of the United Church of Christ*.

These amendments to the *Constitution of the United Church of Christ* will take effect contingent upon comparable action being taken by the General Assembly of the Christian Church (Disciples of Christ).

Insert the following in the Constitution of the United Church of Christ:

Article VI: Recognition and Reconciliation of the Ordained Ministries of the United Church of Christ and the Christian Church (Disciples of Christ)

28 The United Church of Christ and the Christian Church (Disciples of Christ) recognize the ordained ministries of the other church to be efficacious ministries of grace within that church and these ministries to be valid and full ministries of the one Church of Jesus Christ.

29 The ordained ministries of the United Church of Christ and the Christian Church (Disciples of Christ) are reconciled. An Ordained Minister with ordained ministerial standing in one church may function, whenever invited, and as established procedures permit, as an ordained minister to the other.

30 The designations “Ordained Ministerial Partner” and “ordained ministerial partner standing” manifest the corporate and individual nature of the recognition and reconciliation of the ordained ministries of the United Church of Christ and the Christian Church (Disciples of Christ).

31 Each member of the Christian Church (Disciples of Christ) who holds ordained ministerial standing in the Christian Church (Disciples of Christ) is an Ordained Ministerial Partner of the United Church of Christ.

32 Each member of the United Church of Christ who holds ordained ministerial standing in the United Church of Christ is an Ordained Ministerial Partner of the Christian Church (Disciples of Christ).

33 Ordained ministerial partner standing is authorization granted to an Ordained Minister with ordained ministerial standing in the Christian Church (Disciples of Christ) who has a call to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ. This authorization assumes knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ. Ordained ministerial partner standing provides ongoing ecclesiastical authorization to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ.

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13 An Association or a Conference of the United Church of Christ may, under such provisions as it deems wise, ... except that no ordained minister who has full standing or ordained ministerial partner standing in the United Church of Christ shall be ineligible..

18 The United Church of Christ recognizes that God calls certain of its members to various forms of ministry in and on behalf of the church for which ecclesiastical authorization is required. Recognizing God's call, the ecclesiastical authorization is granted by an Association through the rite of ordination, through commissioning, licensing, granting either ordained ministerial standing or ordained ministerial partner standing and other acts of authorization.

19 Ordination is ... By this rite ordained ministerial standing and status as an Ordained Ministerial Partner is conferred and authorization given to perform the duties and exercise the prerogatives of ordained ministry in the United Church of Christ.

22 The Call of an Ordained Minister or Ordained Ministerial Partner to a Local Church establishes a covenantal relationship among the Ordained Minister or Ordained Ministerial Partner, the Local Church, and the United Church of Christ as represented by an Association or a Conference. The Call of an Ordained Minister or Ordained Ministerial Partner to other forms of ministry recognized by an Association or Conference of the United Church of Christ establishes a covenantal relationship among the Ordained Minister or Ordained Ministerial Partner, the calling body, the United Church of Christ as represented by an Association or Conference and the Local Church where the Ordained Minister or Ordained Ministerial Partner is a member.

29 ~~35~~ An Association is that body within a Conference of the United Church of Christ which is composed of all Local Churches in a geographical area, all Ordained Ministers holding standing or ordained ministerial partner standing therein, all Commissioned Ministers of that Association, and those Licensed Ministers who have been granted voting membership in that Association.

~~32~~ ~~38~~ An Association is that body which grants, certifies to, transfers and terminates ordained ministerial standing or ordained ministerial partner standing in the United Church of Christ.

~~35~~ ~~41~~ When an Association meets, its voting membership includes the lay delegates selected by and representing the Local Churches of that Association, all Ordained Ministers holding standing or ordained ministerial partner standing therein, all Commissioned Ministers of that Association and those Licensed Ministers

who have been granted voting membership in that Association.

~~37~~ ~~43~~ A Conference is that body of the United Church of Christ which is composed of all Local Churches in a geographical area, all Ordained Ministers holding standing or ordained ministerial partner standing in its Associations or in the Conference itself when acting as an Association, all Commissioned Ministers in its Associations, and those Licensed Ministers who have been granted voting membership in its Associations.

~~44~~ ~~47~~ When a Conference meets, its voting membership includes lay delegates selected by and representing the Local Churches of that Conference, all Ordained Ministers holding standing or ordained ministerial partner standing in its Associations or in the Conference itself when acting as an Association, all Commissioned Ministers in its Associations, and those Licensed Ministers who have been granted voting membership in its Associations.

II. The Executive Council recommends the Twentieth General Synod amend the *Bylaws of the United Church of Christ* contingent upon and to take effect upon ratification of related constitutional changes as adopted by the Twentieth General Synod:

- by inserting new bylaws 126 through 139 as described below in **ARTICLE I. THE MINISTRY** following the title **Ordained Ministers from Other Denominations**;
- by renumbering subsequent articles and sections as necessary;
- by amending portions of the *Bylaws of the United Church of Christ* by adding the following text identified by **bold and underlined** print and by deleting text identified by ~~strike through~~ print; and
- by authorizing the Secretary of the Church to make such additional editorial changes as may be necessary throughout the *Constitution and Bylaws of the United Church of Christ*.

Insert the following in Article I of the Bylaws of the United Church of Christ immediately following the section title "Ordained Ministers from Other Denominations."

126 A person has ordained ministerial partner standing in the United Church of Christ only when serving a United Church of Christ calling body.

127 Upon demonstrating knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ to the Association in which the person resides, an Ordained Ministerial Partner may seek a call in the United Church of Christ.

128 An Ordained Ministerial Partner who accepts a call in the United Church of Christ applies for ordained ministerial partner standing to the Association in which Local Church membership is held.

129 When an Ordained Ministerial Partner accepts a call to a Local Church, the Partner and the Local Church join in requesting the Association to arrange for a service of installation.

130 A person who holds ordained ministerial partner standing in an Association shall hold membership in a Local Church of the United Church of Christ.

131 A person who holds ordained ministerial partner standing in an Association shall maintain ordained ministerial standing within the Christian Church (Disciples of Christ) Region in which the United Church of Christ calling body is located.

132 A person who has ordained ministerial partner standing in the United Church of Christ, and who accepts a call in another Association, shall apply for a transfer of ordained ministerial partner standing to the new Association.

133 When a disciplinary review is instituted in relation to a person holding ordained ministerial partner standing in the United Church of Christ, the Region of the Christian Church (Disciples of Christ) in which the person's ordained ministerial standing is maintained shall be informed and invited to participate in the procedures.

134 A person who holds ordained ministerial partner standing in the Christian Church (Disciples of Christ) shall maintain ordained ministerial standing in the United Church of Christ. Ordained ministerial standing shall be held in the Association in which local church membership is held.

135 A person who holds ordained ministerial partner standing in the Christian Church (Disciples of Christ) shall hold local church membership in a local church of the Christian Church (Disciples of Christ).

136 A person who holds ordained ministerial partner standing in the Christian Church (Disciples of Christ) shall relate to the Christian Church (Disciples of Christ) for his or her primary support and accountability in ordained ministry.

137 A person who holds ordained ministerial partner standing in the Christian Church (Disciples of Christ) is subject to periodic review by the Association in which ordained ministerial standing is maintained.

138 When a disciplinary procedure is instituted by a Region in relation to a person holding ordained ministerial partner standing in the Christian Church (Disciples of Christ), the United Church of Christ Association in which standing is held shall be informed and invited to participate. The Association may accept the procedures and outcome of the Region or utilize its own procedures to determine the person's ongoing standing in the United Church of Christ.

139 When a person no longer has ordained ministerial standing in either the United Church of Christ or Christian Church (Disciples of Christ), that person is no longer an Ordained Ministerial Partner and ordained ministerial partner standing is nullified.

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107 Ordination by an Association of the United Church of Christ, in cooperation with the Local Church, confers ordained ministerial standing as an Ordained Minister of the United Church of Christ and status as an Ordained Ministerial Partner of the Christian Church (Disciples of Christ).

114 An Ordained Minister of the United Church of Christ serving a Local Church not affiliated with the United Church of Christ or the Christian Church (Disciples of Christ) or serving a local church of the Christian Church (Disciples of Christ) without ordained ministerial partner standing retains ordained ministerial standing in the United Church of Christ so long as his or her Association approves.

118 The committee of a Local Church requests the Conference Minister to secure relevant information about any Ordained Minister or Ordained Ministerial Partner whom it wishes to consider for the vacancy.

119 Any Ordained Minister or Ordained Ministerial Partner may confer with the Conference Minister concerning a pastoral vacancy. At the Ordained Minister's request or at the request of the Ordained Ministerial Partner, his or her name shall be submitted by the Conference Minister for consideration by the committee of any Local Church where there is a pastoral vacancy.

129 143 An ordained minister of another denomination other than the Christian Church (Disciples of Christ) who wishes to retain ordained ministerial standing in that denomination ... may apply to the Association for dual ordained ministerial standing ...

144 155 The discipline of Ordained Ministers, persons with ordained ministerial partner standing, Commissioned Ministers, and Licensed Ministers is the

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responsibility of the Association in which their current ecclesiastical authorization is held.

142 156 All authorizations for ordained ministerial standing, **for ordained ministerial partner standing**, and for commissioned and licensed ministry granted by an Association are subject to periodic review by that Association.

150 164 An Association ordains, commissions, and licenses qualified candidates; grants, certifies to, transfers, and terminates ordained ministerial standing **and ordained ministerial partner standing**; installs Ordained Ministers **and persons with ordained ministerial partner standing**; grants privilege of call and leaves of absence; reviews and disciplines Ordained, Commissioned, and Licensed Ministers **and persons with ordained ministerial partner standing**; and verifies that an **Ordained Ministerial Partner has demonstrated knowledge of, and appreciation for, the history, polity, and practices of the United Church of Christ.**

174 185 Conference delegates. ...Delegates and alternate delegates shall be chosen by each Conference from among its ordained ministers in full standing **or ordained ministerial partner standing** and the members of its Local Churches. ...

176 190 The Moderator shall be elected by the General Synod. The office of Moderator shall be filled alternately by laypersons and **Ordained Ministers or persons with ordained ministerial partner standing**. The Moderator...

179 193 The Moderator and Assistant Moderators shall include an **Ordained Minister or a person with ordained ministerial partner standing**, a layman, and a laywoman.

184 195 The Nominating Committee shall consist of 18 members. At least nine months before each regular meeting of the General Synod, the Executive Council shall invite each Conference not currently represented on the Nominating Committee to submit the names of an **Ordained Minister or a person with ordained ministerial partner standing** and a layperson for possible membership on the Nominating Committee. The Executive Council shall submit 12 of these names, six **Ordained Ministers or persons with ordained ministerial partner standing** and six laypersons to the General Synod which shall elect three **Ordained Ministers or persons with ordained ministerial partner standing** and three laypersons to serve on the Nominating Committee for terms ...

188 202 The President, who shall be an **Ordained Minister or a person with ordained ministerial partner standing**, shall be the Minister of the United Church of Christ...

192 206 ...a)... Thirty-three members elected at large by the General Synod, one-third of whom shall be ordained ministers **who may include persons with ordained ministerial partner standing**, one-third laymen and one-third laywomen,

213 227 The corporate membership of the United Church Board for World Ministries shall consist of two hundred twenty-five persons, nominated and elected by the General Synod, Nomination and election are to be distributed so as to be equitably representative of **Ordained Ministers or persons with ordained ministerial partner standing**, laymen, and laywomen. Vacancies

214 228 The corporate membership of the United Church Board for Homeland Ministries shall consist of two hundred twenty-six persons nominated and elected by the General Synod, Nomination and election are to be distributed so as to be equitably representative of **Ordained Ministers or persons with ordained ministerial partner standing**, laymen, and laywomen. Vacancies

224 235 The Office for Church Life and Leadership shall be governed by a directorate of twenty-four persons, elected by the General Synod, Membership of the directorate is to be distributed equally among **Ordained Ministers or persons with ordained ministerial partner standing**, laymen, and laywomen of the United

225 239 ...a)... Nominations and elections in the class shall be distributed so as to secure equitable representation of ordained ministers **who may be persons with ordained ministerial partner standing**, laymen, and laywomen of the United Church of Christ. Membership may also be granted to members of the Christian Church (Disciples of Christ).

227 241 ...a)... Nominations and elections in this class shall be distributed so as to secure equal representation of laymen, laywomen and Ordained Ministers of the United Church of Christ **or persons with ordained ministerial partner standing**. No person....

[Commission for Racial Justice...]

The Commission for Racial Justice shall be composed of fifteen persons appointed by the President of the Church... In each category, nominations and appointments are to be distributed so as to be equitably representative of **Ordained Ministers or persons with ordained ministerial partner standing**, laymen, and laywomen of ...

Mr. Clint Cannon (WASH) called for a Division of the House.

95-GS-55 VOTED: The Twentieth General Synod rejects the division of the house.