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for the projected elimination of 25 million jobs -- 28 percent of them in the private sector -- creating a permanent unemployment status in the U.S. (Wall Street Journal 3/16/93);

WHEREAS, the shaping of such "post-modern consciousness" must, of necessity, be multi-racial and multi-cultural if it is to be holistic.

WHEREAS, resource allocations for public schools vary dramatically in the U.S. and create unequal access to technology and education; and

WHEREAS, economic concerns involve not only basic access to hardware and technology but also the further cost of access to systems, services and networks, such as cable television, network service providers and the Internet;

THEREFORE, BE IT RESOLVED that the Twenty-first General Synod of the United Church of Christ:

1. acknowledges the use of new information technologies and affirms their potential power to increase our knowledge and understanding of the world around us;
2. advocates for full access for all people including:
  - hardware (tools),
  - education,
  - control in helping to shape the use of technology in our society, and
  - network service providers;
3. supports diversity in ownership of business related to the creation and delivery of such technologies, including ownership by small entrepreneurs, women and people of color;
4. supports the rights of workers and unions to operate in these industries;
5. encourages clergy and lay persons to raise questions in a variety of settings, about technology access in order to improve educational opportunities, affect public policy and extend access to more people;
6. urges churches to act in local communities to help ensure that all students receive education and skills needed to make use of new technology;
7. urges local churches to become media and training centers as a resource, particularly to poor communities, and to do so as part of "The Church as a Safe Space" programs as well as day care and church school programs;
8. urges local churches to explore use of on-line services to connect youth and adults in building understanding of the diverse world in which we live;
9. requests the Office of Communication and the Office for Church in Society to develop resources to enable local churches to use their facilities and programs to address this issue and to communicate to local churches the

availability of these resources;

10. requests that the Office of Communication and Office for Church in Society continue to monitor Federal regulatory legislation which governs the creation, licensing and flow of such information and technology in a way which protects and includes communities of poor people and people of color; and
11. asks all settings of the church to continue to monitor the quality and content of information and programming that the various media and technologies offer, as well as the overt and underlying values communicated by that content.

Subject to the availability of funds.

### **19. RESOLUTION "FAIR AND JUST COMPENSATION: A REPORT TO GENERAL SYNOD TWENTY-ONE"**

Assistant Moderator Thomas called on Mr. Curfman to present the final action from Committee 10 on the Resolution "Fair and Just Compensation: A Report to General Synod Twenty-One."

Mr. Curfman briefly described the work of the Committee on this item of business and helped delegates locate printed materials on pages 113 to 115 in the Program, Worship and Business Book. Mr. Curfman shared changes in the original document that were made by the Committee.

Mr. Curfman moved, on behalf of Committee 10, that the Twenty-first General Synod adopt the recommendations, including the additions from the Committee, to the Resolution "Fair and Just Compensation: A Report to General Synod Twenty-One."

Mr. Curfman spoke to the motion.

The Rev. Julia Peeples (SOC) offered a friendly amendment to change the word "encourage" to "urge" on page 115, column 1, lines 1, 47, and column 2, line 12 and 22. This was accepted as a friendly amendment.

A question was raised about why the report was limited to the local church.

Mr. David Anderson (WASH) offered a friendly amendment to change "local churches," to "all settings of the church," page 115, line 1, column 1.

This amendment was accepted as friendly.

Assistant Moderator Thomas called for the vote.

97-GS-50 VOTED: The Twenty-first General Synod adopts the recommendations contained in the Resolution "Fair and Just Compensation A Report to the Twenty-first General Synod."

**FAIR AND JUST COMPENSATION:**

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### A REPORT TO GENERAL SYNOD TWENTY-ONE

The Twentieth General Synod (1995) of the United Church of Christ adopted a Pronouncement and a Proposal for Action on Fair and Just Compensation for those Called and Employed by the Church.

The Pronouncement acknowledged that the church generally, and the United Church of Christ in particular, has a history of witness on behalf of the fair and just treatment of persons in the workplaces of society. Comparable attention and vigilance must also be given to the fair and just treatment of persons called and employed by various settings of the United Church of Christ. The Pronouncement lifted up the danger that the church may speak about fairness and justice to and in society while exploiting the people whom it calls and employs.

The Pronouncement called for both fair and just compensation.

The word "fair" has to do with the relational, with right relationships between, and among, people. If a person, called and employed by the church, is not provided with compensation comparable to others providing similar service, the calling body and employer may be contributing to an unfair situation.

The word "just" has to do with what is right in relation to standards known in valued custom, rule or moral law. If half of those called and employed by the church are not able to secure compensation according to standards held in high moral regard, calling and employing bodies contribute to an unjust situation.

The Proposal for Action adopted by the twentieth General Synod called upon local churches, conferences and associations, those called and employed by the church, and various national bodies to act in a variety of ways in support of the fair and just compensation of all persons called and employed by the church. One action named in the Proposal for Action was for:

"the Office for Church Life and Leadership to convene instrumentalities and other national entities to envision and implement a division of labor that...reports to the twenty-first General Synod of the United Church of Christ a survey of the present compensation of lay persons employed by the church and corresponding recommendations."

This report is a response to that request.

Many settings of the United Church of Christ have shared concern about the ways in which persons called and employed by the church are compensated. Although information is regularly gathered about compensation of ordained leadership in the United Church of Christ, less reliable information has been available about compensation of lay persons employed by various settings of the church.

Following the Twentieth General Synod, the Office for Church Life and Leadership convened representatives from the United Church Board for Homeland Ministries Research

Office, the Office of the Secretary, the Pension Boards, the Council of Conference Ministers, and the Office of the President of the United Church of Christ. Among the tasks undertaken was a survey, sent to each local church in the United Church of Christ, requesting information about the presence and compensation of lay employees. We hope you will find the following summary of the survey results of interest.

#### Summary of Findings:

The information that follows is based upon information collected by the Yearbook Office of the United Church of Christ for the year ending December 31, 1995. Thirty six of the 39 conferences of the united Church of Christ participated in the collection of information. A total of 3,494 churches returned the survey forms. This represented 58% of all current congregations in the 36 conferences participating in the survey. Of the 3,494 churches participating in the survey, 84% reported having one or more paid lay employees, while 16% reported that they have no paid lay workers. In most cases, the survey form was completed by the pastor of the church reporting.

Local churches with paid lay employees reported employing a total of 12,574 workers. Of this number, 90% were part-time and 10% were full-time. The vast majority are women, employed on a part-time basis. Note the following breakdown of the types of positions in which persons are most frequently employed:

	Part-time	Full-time
Custodians	2516	316
Secretaries	2065	453
Choir/Music		
Directors	3700	72
Organists	2070	25
Treasurers	705	32
Religious Educators	517	82

Figures gathered indicated that, on average, the tenure of lay employees exceeds the average tenure of pastors. In many instances, lay employees contribute substantially to the ethos and continuity present within congregations.

Survey results sparked concern about the apparent lack of benefits provided to both full-time and part-time workers. For example, of all full-time custodians, 41% lacked health benefits and 61% lacked any pension payments. The figures are similar among those employed in other full-time positions. The percentage of those lacking benefits is even greater among those employed on a part-time basis.

Concern about the apparent absence of full benefits for full-time employees, and pro-rated benefits for part-time employees, is heightened by the changing role of part-time work within American society. Whereas in the past, part-time employment may have been viewed as primarily supplemental in nature, part-time work is increasingly becoming an integral part of a worker's full employment. Thus, pro-rated benefits such as health insurance, social security and pension payments are becoming a critical aspect of compensation needs for part-time workers. This trend is expected to grow in the future.

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The data received indicated that 19%-20% of all full-time custodians and secretaries were not having social security taxes paid on their behalf. While the information gathered did not indicate the number of workers not subject to social security taxes due to their being already retired, given the needs for fair and just compensation as well as the requirements of federal laws, attention needs to be given to insure that all persons subject to social security taxes are having these payments made on their behalf by their employer.

Those completing the survey forms offered substantial written comments about lay workers in the church. The most predominant comments were ones expressing extensive appreciation for the committed, loyal service provided by lay employees. Numerous respondents offered comments similar to these two: "Our experience is that lay employees are loving, dedicated and cooperative in every way," or "Our church would not be where it is today without our lay staff. We bless their presence every day."

While appreciative comments were widespread, a large number of respondents expressed deep concern that many lay workers are significantly under-compensated for the services provided. Frequently, lay employees are reported as doing far more than they are compensated for doing.

Numerous respondents raised concern that health and pension benefits be provided more consistently for full and part-time employees. Many mentioned that the presence of compensation guidelines and sample personnel policies would help in this effort.

Many respondents noted the tensions present when churches are struggling financially to make ends meet and have difficulty accessing the financial means to provide compensation that is fair and just.

As lifted up in the Pronouncement "Fair and Just Compensation: The Church as Employer" many respondents recognized that compensation included more than adequate pay and benefits. Work climate issues, including flexible hours, child-care provisions, and the presence of deserved recognition and respect, were noted as positive contributions to the church as workplace. Still, the presence of these positive factors did not, in and of itself, negate the need to call attention to the need for adequate pay and benefits.

There was widespread agreement among respondents that all settings of the church (local, association, conference and national) should work, individually and collaboratively, to effect increased presence of fair and just compensation for lay employees.

The appendix of this report provides greater detail from the information gathered. The complete compilation of findings is also available through the Research Office of the United Church Board for Homeland Ministries.

### Next Steps:

The information gathered included a request for respondents to name those strategies/actions they thought would be helpful in working towards fair and just compensation for lay

employees of the United Church of Christ. The responses received, in large part, form the bases of the following recommendations:

### Local churches and all settings of the church are urged to:

make an intentional commitment to being a fair and just employer;

insure that persons employed are not expected to carry out functions for which they are not compensated and are paid fair, competitive wages for hours worked;

provide position descriptions which outline clear, realistic expectations and accountabilities;

provide time, resources and encouragement for staff members' participation in association, conference and national gatherings for church workers;

provide mechanisms for regular feedback and support, including but not limited to a process for annual evaluation and the presence of a personnel or employee relations committee;

assess the adequacy of benefits provided, including provisions for full health and pension benefits for all full-time employees, and pro-rated health and pension benefits for part-time employees who work a least fifteen hours per week;

make appropriate social security payments, in an effort to provide fair and just compensation and to avoid violation of federal laws;

be generous in offering things which contribute to a positive work climate, including flexible hours where possible, ample vacation, and frequent times of recognition and demonstrations of appreciation;

clarify the distinction between services provided on a volunteer basis and those for which a person is employed and compensated (be clear about the tasks for which the person is being paid, provide opportunities for volunteer service, and take care not to confuse the two);

be guided by fairness and justice in compensation decisions as they particularly affect women, children and minorities; and

emphasize church stewardship, including membership tithing, to assist their ability to compensate lay employees in a just manner;

### Conferences and association are urged to:

develop and make available compensation guidelines for various lay positions within local churches;

provide periodic training opportunities for employers and supervisors;

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gather those employed in similar positions for mutual support and sharing of ideas and resources;

provide training opportunities for personnel committees and/or church leadership of local churches;

urge collaborative models which may enable more adequate compensation (e.g. formation of small groups for increased purchasing power for benefits not available through current UCC channels); and

provide local churches with basic legal guidelines regarding social security and worker's compensation compliance.

### **Office of the Secretary and the United Church Board for Homeland Ministries Research Office are urged to:**

continue research of the compensation of lay employees as part of their ongoing work and

publish the complete survey results and make them available to various settings of the United Church of Christ.

### **The Office for Church Life and Leadership is urged to continue to convene a variety of national bodies to:**

receive the information gathered through various research efforts;

fulfill the additional tasks outlined in the Proposal for Action adopted by the Twentieth General Synod;

identify and negotiate additional ways in which various agencies and settings of the church may positively contribute to all settings of the United Church of Christ being fair and just employers; and

include in further research the percentage of lay employees with or without other health insurance.

Mr. David A. Stewart (MICH) said he had a concern that the action taken was not in order. He stated that the entire page 115 would be an excellent resolution had it been submitted in that form. He said it was submitted as a report of ongoing research. He expressed his hope that this would be presented to the next General Synod as a resolution.

The Rev. Daehler Hayes (RI) asked to appeal the previous friendly amendment changing "local churches" to "all settings of the church." He said that all of the previous information refers to local churches.

Mr. Anderson, the maker of the friendly amendment, offered to change the wording to read "local churches and all settings of the church."

Assistant Moderator Thomas reminded the delegates that action has already been taken on this item of business. Mr. Thomas stated that there seemed to be significant confusion and he recommended that this piece of business go to the Executive Council for resolution. There was no objection

from the delegates.

### **20. CONTINUATION OF THE REPORT OF THE EXECUTIVE COUNCIL/BIENNIAL BUDGET**

Assistant Moderator Thomas announced that, for the remainder of the Plenary, delegates would be dealing with the Biennial Budgets for 1998 and 1999. He reminded delegates that the time for questions and discussion would immediately follow the presentation and that the time for action and adoption of the Biennial Budgets is part of the afternoon agenda.

Assistant Moderator Thomas called on the Rev. James Dewey, Chair of the Finance and Budget Committee, who referred the delegates to the Biennial Budget and related materials located in the Program, Worship and Business Book, beginning on page 185. Mr. Dewey also informed delegates that in the final Plenary, they would be asked to adopt the 1998/1999 allocation of National Basic Support to each Instrumentality as proposed beginning on page 185 of the Program, Worship and Business Book.

Mr. Dewey then briefly outlined the process used in arriving at this budget.

Mr. Dewey said that General Synod was prepared to recess for an Open Hearing on the Biennial Budget, a time for questions and clarification.

### **21. RECESS TO AN OPEN HEARING**

Assistant Moderator Thomas declared General Synod in recess in order to convene the Open Hearing on the Biennial Budget. The hearing was moderated by Mr. Dewey. Executives of Instrumentalities and Chairpersons of Boards of Directors responded to questions from the delegates.

### **22. CALL TO ORDER**

Assistant Moderator Thomas called General Synod back to order.

### **23. POINT OF PERSONAL PRIVILEGE**

The Rev. David Hirano, Executive Vice President, United Church Board for World Ministries, called for Point of Personal Privilege. Mr. Hirano said that he wanted General Synod to be informed about what was happening in Cambodia and he asked that Ms. Betty Tankersley, Program Associate for Southern Asia, for the United Church Board for World Ministries, be given voice to speak to this concern.

Assistant Moderator Thomas granted voice to Ms. Tankersley.

Ms. Tankersley said that if delegates and visitors had watched the news, then they are aware of what was happening in Cambodia. She stated that the United Church of Christ and the Christian Church (Disciples of Christ) have been involved in, and participated in the largest Church World Service Program anywhere in the world in Cambodia. She said that Church World Service staff is currently threatened by the renewed outbreak of fighting and that