

40 05-GS-17 VOTED: The Twenty-fifth General Synod adopts the resolution “In support of Fair and Just
41 Compensation for Lay Employees of the United Church of Christ.”
42

43 **IN SUPPORT OF FAIR AND JUST COMPENSATION FOR LAY EMPLOYEES OF THE UNITED**
44 **CHURCH OF CHRIST**

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46 WHEREAS, the Twelfth General Synod (1979) recommended a fair salary and employee fringe benefits for lay
47 employees of the United Church of Christ, stating, in part, “The Church’s struggle for economic and social justice in
48 society must include fair wages and benefits for its own workers...;” and
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50 WHEREAS, the resolution “Support of Pension Protection for Lay Employees,” adopted by the Fourteenth General
51 Synod (1983) states, in part, “lay employees, whether full-time or part-time, need the protection of the Social
52 Security system and an additional annuity plan to accrue benefits at all their positions in order to acquire adequate
53 total pension benefits for retirement”; and
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1 WHEREAS, neither the underlying economic conditions nor the financial needs of employees have changed
2 significantly since those resolutions were adopted; and
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4 WHEREAS, in faithfulness to our theological convictions, it is essential that we work in partnership with employers
5 to develop mechanisms to achieve greater economic justice for all employees;
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7 THEREFORE, LET IT BE RESOLVED, that the Twenty-fifth General Synod of the United Church of Christ
8 reaffirms its historic support of economic and social justice in society; and
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10 LET IT BE FURTHER RESOLVED, that the Twenty-fifth General Synod of the United Church of Christ reaffirms
11 the actions of the Twelfth and Fourteenth General Synods regarding fair wages and benefits for the Church’s own
12 workers and the need for providing pension benefits for retirement; and
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14 LET IT BE FURTHER RESOLVED, that the Twenty-fifth General Synod of the United Church of Christ requests
15 that the Parish Life and Leadership Ministry Team, in cooperation with the Council of Conference Ministers and the
16 Pension Boards – United Church of Christ, undertake a vigorous program of educating and encouraging all churches
17 and employers of the United Church of Christ to meet these obligations as employers; and
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19 LET IT BE FINALLY RESOLVED, that Twenty-fifth General Synod of the United Church of Christ urges that all
20 United Church of Christ employers covenant to provide their lay employees with an annual contribution of no less
21 than 3% of compensation toward retirement income.
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23 Funding for the implementation of this resolution will be made in accordance with the overall mandates of the
24 affected agencies and the funds available.