

01-GS-35 VOTED with abstentions: The Twenty-third General Synod adopts the resolution, "Pastoral Compensation."

## **PASTORAL COMPENSATION**

WHEREAS Jesus Christ calls us to a ministry of justice for the poor and liberation for the oppressed (Luke 4:18-21);

WHEREAS the United Church of Christ has recognized that its ministry among the American Indian people of North America has not always been one of justice and liberation (Ninth, Tenth, and Sixteenth General Synods);

WHEREAS the United Church of Christ, through the Council for American Indian Ministry, has taken measures to change the course of ministry with American Indians from that of missionary dependence to a ministry of partnership in mission and ministry without substantial participation of other United Church of Christ bodies;

WHEREAS the current leadership within the United Church of Christ American Indian congregations, lay, licensed, and ordained, have been thus far excluded from this more just and liberating ministry;

WHEREAS the ministerial leadership serving American Indian congregations continues to receive compensation substantially lower than that recommended by the respective United Church of Christ conferences as fair and just compensation. For example, American Indian pastors in the Dakota Association of the South Dakota Conference received an average annual combined salary and housing allowance of \$15,438.00 for the year 2000, while the cash-base salary, not including housing, for pastors with only one year experience was recommended at \$22,219.45 for the same year. Similarly, pastors serving American Indian congregations of the Fort Berthold Council of Congregational Churches in the Northern Plains Conference received an average salary plus housing of \$14,451.00 for the year 2000, while the conference recommended cash-base salary, not including housing, for pastors with zero to three years experience was \$22,790.46 for the same year; and

WHEREAS this compensatory disparity is tantamount to economic and racial injustice within the corporate body of the United Church of Christ;

THEREFORE BE IT RESOLVED that the Twenty-third General Synod calls upon the Council for American Indian Ministry, the Office of General Ministries, Local Church Ministries, Justice and Witness Ministries and the Pension Boards—United Church of Christ to begin an immediate review and assessment (convened by Council for American Indian Ministry) of the compensation plans currently in place for clergy serving American Indian congregations; and

BE IT FURTHER RESOLVED that Council for American Indian Ministry, Office of General Ministries, Local Church Ministries, and Justice and Witness Ministries make recommendations to the Twenty-fourth General Synod and to Conferences and other appropriate bodies to correct the existing disparity in compensation for clergy serving American Indian congregations.

Funding for this action will be made in accordance with the overall mandates of the affected agencies and the funds available.