

**United Church of Christ Secretaries/Support Staff Just Employment Practices  
A Resolution Approved By General Synod XVI (1987)**

WHEREAS, our biblical faith calls for justice and righteousness in our dealings with others; (“and what does the Lord require of you, but to do justice and to love kindness and to walk humbly with your God?”).

WHEREAS, the gospels and epistles call for just employment practices;  
    (“the laborer deserves his/her wages,” Luke 10:7, I Timothy 5:18)  
    (“the laborer deserves his/her food,” Matthew 10:10).

WHEREAS, some secretaries and support staff employed by the churches, conferences, agencies, and instrumentalities of the United Church of Christ are not given adequate professional and compensation considerations;

WHEREAS, continuing education opportunities provided for secretaries and support staff employed by the churches, conferences, agencies, and instrumentalities of the United Church of Christ benefit not only the individual but the entire church;

(“For just as the body is one and has many members, and all the members of the body, though many are one body, so it is with Christ,” I Corinthians 12:12.)

WHEREAS, networks provide opportunities for education, fellowship and the sharing of information that will benefit not only the individuals but also their roles and participation in all areas of the life of the United Church of Christ;

WHEREAS, the United Church of Christ seeks to be on the leading edge of support for professionalism, education, and adequate compensation for workers;

WHEREAS, there is a need to raise the level of professionalism and support for all secretaries and support staff employed by the churches, conferences, agencies, and instrumentalities of the United Church of Christ;

THEREFORE, BE IT RESOLVED, the Sixteenth General Synod urges employers to provide the secretaries and support staff of local churches, associations, conferences, agencies, and instrumentalities of the United Church of Christ, a fair salary, vacation, health insurance, and pension benefit package applicable to their circumstances;

BE IT FURTHER RESOLVED, the Sixteenth General Synod asks employers to encourage secretaries and support persons to participate in United Church of Christ networks and educational events;

BE IT FURTHER RESOLVED, the Sixteenth General Synod recommends that all churches, associations, conferences, instrumentalities, and other bodies of the United Church of Christ endorse and support this Resolution and the formation of the United Church of Christ Secretaries/Support Staff Network;

AND BE IT FURTHER RESOLVED, the Sixteenth General Synod asks the Executive Council to assign an agency or instrumentality to monitor and support this action.