Archiv der Gossner Mission
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Aktenzeichen 1/20/2

Titel

Pensionsfonds der Gossner Evangelical Lutheran Church (GELC)

Band

Laufzeit 1966 - 1967

Enthält

Schriftwechsel betr. Pensionsfonds

G1/140

Betrifft

Pensionsfonds

der

G.E.L. Church

1966 - 1967

1/20/2

October 10th, 1967
psb/go

Rev. C. B. Aind, President
G.E.L. Church Compound
Ranchi, Bihar
I N D I A

Subject: The Pension Fund of the G.E.L. Church

Dear Brother Aind:

Thanking you very much, I acknowledge receipt of your letter dated September 29th with the extract of the Minutes of the KSS Meeting from 6 to 13 Aug., 1967 (Item No. 9 III).

We are grateful to the Pension Fund Committee and the KSS, that we have now a clear survey about amounts, which are necessary for the completion of the fund. Without informing you, I personally made another calculation some months ago, and I am very glad to tell you, that the result is nearly completely the same as your calculation.

The Kuratorium of the Gossner Mission will decide about the application, and I am absolutely sure, that the contributions requested by you for the fund will be made available also in the future years until 1972.

In this connection I am interested in repeating the question, which I already asked several times. The factor of insecurity calculating the Pension Fund is, that the amounts (3% KSS, 3% congregation or institution respectively, 3% pastors) do not come in regularly. The balance of the Treasurer of the KSS dated December 31st, 1966 showed, that among 151 pastors only 39 paid their contributions, and that the total amount for 1966 was only 2.245,27 Rps. However, the regulations became valid not before June 1st, 1966, and presumably during the first months there were certain difficulties connected with the contributions. At the end of the year 1967 the balance will show, whether or not all the calculated contributions have been paid, i.e. for 1967 an amount of about 24.000 Rps.

However, the whole plan for the functioning of this Pension Fund depends on the regular receipts of these amounts. What arrangements did you make for the case, if the pastors or the congregations would not pay their contributions?

According to my calculations the interest for the payment of the pensions, which is derived from the capital, which we collect in Germany for this pension fund, will be used not before about the beginning of 1975. Because of the soft currency in India it is not advisable to remit the yearly contributions immediately to Ranchi. The Gossner Mission will care, that these contributions will be invested safely, so that adequate interest will be expected. From time to time Ranchi will be informed about the total of these accumulated amounts in favour of the Pension Fund.

With brotherly greetings, I remain,

Very sincerely yours,

dictated: Rev. Martin Seeberg

signed in
his absence: Irma Gordienko

Secretary

cc: Rev. B. Minj, Adhyaksh
North West Anchal
Convenor of the Pension
Fund Committee

Abschließendes Resumé

Pensionsfonds der Gossnerkirche

Die Diskussion um die Schaffung eines Pensionsfonds in der Gossnerkirche hat Kuratorium und Missionsleitung lange und ernstlich beschäftigt.

Für alle Beteiligten - besonders natürlich für die Pastoren der Gossnerkirche - ist nunmehr das erfreuliche Ergebnis festzustellen, das sich in zwei Sätzen ausdrücken läßt:

Seit 1966 werden regelmäßig Pensionen gezahlt.

Es ist sichergestellt, daß für die zukünftigen Auszahlungen der Pensionen laufende Mittel als Zinsen aus einem Fonds bereitstehen.

I.

Ein besonderer Ausschuß der Kirchenleitung hat Regelungen zu diesem Zweck ausgearbeitet, die beschlossen und ab 1.6.1966 in Kraft gesetzt wurden.

Sie beinhalten die Bedingungen und Verpflichtungen der Kirche gegenüber den Pastoren, die aus Alters- oder Gesundheitsgründen keinen aktiven Dienst mehr tun können; auch die Hinterbliebenenversorgung ist einbegriffen.

II.

Bei einem Dienstalter von weniger als 25 Jahren besteht ein Anspruch auf eine einmalige Zahlung.

Nach mehr als 25 Dienstjahren wird eine monatliche Pension ausgezahlt, die im Höchstfall 50 % der letzten Bezüge beträgt.

In der Hinterbliebenenversorgung wird der halbe Betrag der Pensionsansprüche ausgezahlt, und zwar entweder der Witwe, den Waisen oder einem Elternteil.

III.

Für die ersten zehn Jahre nach dem Inkrafttreten der Regelung gilt die Sonderbestimmung, daß die Pension der von 1966 - 1970 in den Ruhestand tretenden Pastoren höchstens 25 %
und solcher zwischen 1971 und 1975 höchstens 30 % der letzten Bezüge beträgt.

Einer Änderung dieser Sonderbestimmung - von der Gossner Mission angeregt - hat die Kirchenleitung aus grundsätzlichen Erwägungen nicht zugestimmt.

IV.

Zur Sicherstellung der Versorgung wird ein Fonds geschaffen, der bis zum Jahre 1972 das erforderliche Kapital enthält, so daß dann die Rendite aus diesem Fonds ausreicht, um die laufenden Verpflichtungen zu erfüllen.

Der Fonds wird bis 1972 gefüllt aus Beträgen, die die Kirche selbst aufbringt und aus Zuschüssen der Gossner Mission. Die Beträge aus der Gossnerkirche set-zen sich zusammen aus je 3 % vom Gehalt der Pastoren, die von der Kirchenleitung, von der Gemeinde bzw. Instit tion und von den Pastoren selbst eingezahlt werden. Die Gesamtsumme beträgt bis 1972 ca. 140.000,-- Rps.

Ab 1973 brauchen weder in Indien noch in Deutschland Einzahlungen mehr erfolgen, da der Fonds eine ausreichende Höhe erreicht hat.

Die Gossner Mission wird bzw. sollte bis 1972 einen jährlichen Zuschuß von 20.000,-- DM = 37.600,-- Rps. zur Verfügung stellen.

V.

Die Kalkulation ergibt folgende Zahlen:

Jahr	Auszuzahlende Pensionsansprüche	Einnahmen in Indien	Einnahmen in Deutschland
1966	9.000,-- Rps.	24.000,-- Rps.	10.000,-- DM
1967	9.000,-- "	24.000,-- "	20.000,-- "
1968	9.000,-- "	24.000,-- "	20.000,-- "
1969	9.000,-- "	24.000,-- "	20.000,-- "
1970	9.000,-- "	24.000,-- "	20.000,-- "
1971	12.000,-- "	24.000,-- "	20.000,-- "
1972	12.000,-- "	24.000,-- "	20.000,-- "
	69.000,-- Rps.	168.000,-- Rps.	130.000,-- DM
		zuzügl.	20.000,-- DM Zinsen
			150.000,-- DM
		oder	284.000,-- Rps.

Fonds-Bestand am 1.1.1973:

	Einnahmen in Indien		168.000,-- Rps.
./.	ausgezahlte Pensionen		69.000,-- "
		rd.	100.000,-- Rps.
	Einnahmen in Deutschland	rd.	284.000,-- "
			384.000,-- Rps.

Rendite: 5 % von 384.000,-- Rps. = ca. 20.000,-- Rps. jährlich

Verpflichtungen:	1973	12.000,-- Rps.
	1974	12.000,-- "
	ab 1975	18.000,-- "

VI.

Die Zuschüsse der Gossner Mission müssen jeweils am 31.12. des Jahres dem laufenden Budget entnommen werden. Um einen möglichst hohen Ertrag zu erreichen, ist dringend zu empfehlen, diese Beträge langfristig anzulegen, am besten in festverzinslichen Wertpapieren mit einer günstigen Rendite (6,5 - 6,8 %).

Da bis in die siebziger Jahre die Zinsen für die laufenden Zahlungsverpflichtungen noch nicht benötigt werden, sind diese Erträge dem Kapital hinzuzufügen bis zu dem Zeitpunkt (wahrscheinlich etwa 1976-78), wo die Zinsen die jährlichen Pensionsansprüche befriedigen müssen.

Die Wertpapiere sind ausschließlich designiert für den Pensions-Fonds der Gossnerkirche und werden in Deutschland verwaltet.

Zu Beginn jeden Jahres sollte die Gossnerkirche eine Mitteilung über die Höhe des Fonds erhalten.

VII.

In die bisherigen Regelungen ist die Altersversorgung der Pracharaks und anderer kirchlicher Angestellter noch nicht eingeschlossen. Wünsche in dieser Hinsicht sind von der Kirchenleitung zwar geäußert aber noch nicht konkretisiert worden. Es ist als wahrscheinlich anzusehen, daß in den nächsten Jahren für diese zahlenmäßig weit größere Gruppe noch keine ähnlichen Bestimmungen getroffen werden können. Der finanzielle Aufwand wäre hier ungleich höher, und das Zögern der Kirchenleitung hat also verständliche Gründe. Andererseits ist die Frage der Versorgung der Pracharaks nicht so dringend, weil sie im Gegensatz zu den Pastoren nur teilbeschäftigt sind und alle einen Nebenberuf ausüben, vor allem in der Landwirtschaft. Den Pastoren sind solche Nebeneinkünfte gesetzlich verboten.

Der Anfang einer Sozialgesetzgebung in der Gossnerkirche ist erfreulicherweise gemacht, weitere Fortschritte sind nicht zuletzt abhängig von der wirtschaftlichen und sozialen Gesamtentwicklung in Indien.

Berlin, 5. Oktober 1967

Seeberg

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Berlin, 5. Oktober 1967

Seeberg

GOSSNER EVANGELICAL LUTHERAN CHURCH

(Rgd. under Societies Registration Act XXI of 1860)

PRAMUKH ADHYAKSH : Rev. C. B. AIND
UP-PRAMUKH ADHYAKSH : Rev. B. MINZ
SECRETARY : Rev. Dr. M. BAGE
TREASURER : Mr. C. A. TIRKEY

HEAD OFFICE
G. E. L. Church, Ranchi
Bihar/India
Phone : 510

ROUGH ESTIMATE OF CREATION OF PENSION FUND.
Aim to create a Capital of Rs.3000,000/- (three lakh) by the end of 1972.

Contributing members of the G.E.L.Church:-

1. Pastors Assam Anchal..................11
2. " N.W.Anchal..................35
3. " Orissa " 19
4. " S.E.Anchal..................54
5. " Khutitoli Synod............. 7
6. " H.Qr.Congr.................. 4
7. " Theol.College............... 5
8. " Youth Departt............... 1
9. Tabita School staff............... 3
10. K.S.S.Office staff............... 5
11. Prop.Bd.office staff.............. 4
12. Pracharak Trg.School staff......... 3

Total 151

It is estimated that average pay of a worker is Rs.150/-p.m. X 151 = Rs.22650/-
Therefore workers pay in a month is.... Rs.22650/- X 12
Therefore " " " year " ---------------------------- 271800/-
X 3paise

Therefore one years own contribution is	8154.00
Ilaka "	8154.00
KSS "	8154.00
Total Rs.	146772.00
Gossner Mission contribution in a year is	Rs.37600/-
	X 7 years
Therefore total contribution in 7 years is (1966-72)	Rs.263200.00

I Gossner Mission contribution	(7 years)	Rs.263200.00
II. " Church "	(6 years)	Rs.146772.00
	Total	Rs.409972.00

By the end of 1972 a capital of Rs.3,00,000.00 will be established and within this period Rs.109972.00 will be paid pension for the workers retired and will retire.

Sd/- B.Minz
Convener
GELChurch Pension Committee.

I. Gossner Mission contribution	(6 years)	Rs.225600.00
II " Church "	(6 years)	Rs.146772.00
	Total Rs.	Rs.372372.00

GOSSNER EVANGELICAL LUTHERAN CHURCH

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HEAD OFFICE
G. E. L. Church, Ranchi
Bihar/India
Phone : 510

No. 506/67/PA-13

Ranchi Dated 29 Sept. 1967.

To
Pastor M. Seeberg
Gossner Mission, Inspector
1 Berlin 41 (Friedenau)
Handjerystr 19/20
West Germany.

Subject:-Contribution of the Kuratorium towards the Pension Fund of the G.E.L.Church.

Dear Brother Seeberg,

I remember that some months ago you had requested Rev.B.Minz, the convener of the Pension Fund Committee, to write to you re; the above subject as how long the Kuratorium will have to continue to contribute towards the pension fund of the G.E.L.Church. The same matter was at length discussed in the last KSS meeting held from August 6-13,1967. Here below is quoted the resolution for your information and needful. Also I am submitting herewith the attached copy of the Rough Estimate of Creation of Pension Fund prepared by Rev.B.Minz according to which the KSS arrived at the resolution as stated above.

With Christian greetings,

Yours Sincerely,

Pramukh Adhyaksh
GELChurch Ranchi

Extract from the minutes of the KSS meeting held on 6-13 Aug.67
item No.9 III :- Request from the Kuratorium for Pension Fund;-

"Kuratorium be requested to contribute towards the pasters Pension Fund for seven years, beginning from 1966-1972. By that period the total amount in the pension fund together with the Gossner Church contribution will be Rs. 40,9972.00

Out of this amount Rs.3,00,000/-(Three lakhs) will be deposited in fixed account and the rest will be used for necessary payment.

After the capital is made, the pension will be paid with the interest accrued in the capital.

In the meantime the contribution of the Gossner church will continue to be collected from members adding further income to the fund".

Vermerk für Herrn Dr. Berg

4. Juli 1967
psb/go

Betr.: Kapitalhilfe für Pensionsfonds der G.E.L. Church

1. Da Ranchi trotz mehrfacher Aufforderungen offenbar nicht in der Lage ist, einen langfristigen Finanzplan für das Funktionieren des Pensions-Fonds aufzustellen, habe ich versucht, in einer unterschlägigen Berechnung die erforderlichen Mittel festzustellen. Das Ergebnis lässt sich so zusammenfassen:

   a. In den Jahren 1967 - 71 werden jährlich durchschnittlich Rps. 5-10.000.-- ausgezahlt werden müssen.

   b. In den Jahren ab 1972 wird sich die Höhe der Auszahlungen auf Rps. 20 - 23.000.-- einspielen.

2. Wie können diese Beträge von der Kirchenleitung aufgebracht werden?

   a. Nach den bestehenden Regelungen reichen die innerkirchlichen Beiträge - KSS, Gemeinde, Pastor - aus, um den Verpflichtungen bis 1970 nachzukommen (Jahressoll 1966: Rps. 8.000.--).

   b. Nach 1971 ist ein jährlicher Zuschuss von 10 - 15.000.-- Rps. als notwendig zu erwarten.

3. Entwicklung des von der GM zur Verfügung gestellten Fonds

1966	DM 10.000.--	
1967	DM 20.000.--	
1968	DM 20.000.--	
1969	DM 20.000.--	
Zinsen	" 4.000.--	
	DM 74.000.--	Zinsertrag DM 3.700.-- = rd. Rps. 7.000.--.

(Deutsche Landeskirchen?)

1970	DM 20.000.--	
1971	DM 20.000.--	
1972	DM 20.000.--	
Zinsen	" 15.000.--	
	DM149.000.--	Zinsertrag DM 7.500.-- = rd. Rps. 14.500.--.

Lg

G.E.L.CHURCH PENSION FUND

Annual Statement of Accounts for 1966

S N.	Heads of Accounts	L.F	Receipts	Payments	Balance on 31.12.1966 Cr	Dr
1.	G.M.Subsidy to Pension Fund	1	2829.50	- -	2829.50	
2.	Regular Pension paid to Rtd.Pastors	2		2503.00		2503.00
3.	Misc.&Contingent	7	- -	217.61		217.61
4.	Members' Own Cont.	6	750.85		750.85	
5.	Members' Anchal Contribution ..	12	655.03		655.03	
6.	Members'K.S.S Contribution ...	10	839.39		839.39	
7.	General Reserve	13	1.76	1.50	-.26	
8.	Suspense Refundable	14	2.60		2.60	
9.	Suspense Receiveable	15	- -	9.96		9.96
10.	K.S.S.Contribution	16	- -	839.39		839.39
	Total -		5079.13	3571.46		3569.96
	Op.Balance 1-7-66		- -			
	Closing Bl. 31-12-66			1507.67		1507.67
	Grand Total ...		5079.13	5079.13	5077.63	5077.63

Detail of Cash Balance Rs. 1507.67

S.B.Deposit with United Commercial Bank Limited Ranchi Branch A/C No. 1959		Rs.1498.78
Cash in hand		8.89
	1507.67	1507.67

APPROPRIATION

G.M.Subsidy to Pension Fund Dr. Rs.2829.50		
To Regular Pension paid to Rtd. Pastors.		2503.00
" Miscellaneous & Cont.Exp. ...		217.61
	2829.50	2829.50

Balance Sheet as on 31-12-1966

		Liabilities	Assets
1. G.E.L.Church Pension Fund	(1)	108-39	
2. Members' Own Contribution	(6)	750-85	
3. Members' Anchal Cont.	(12)	655.03	
4. Members' K.S.S. Cont.	(10)	839-39	
5. General Reserve ...	(13)	-.26	
6. Suspense Refundable ...	(14)	2.60	
7. Suspense Recoverable	(15)		9-96
8. K.S.S.Contribution "	(16)		839.39
			849.35
9. Cash			1507.67
		2357-02	2357.02

P D Barge

Head Accountant,
G.E.L.Church,Ranchi.
31/1/67

[signature] 1/2

Treasurer,
G.E.L.Church Pension Fund.

Appendix - I
G.E.L.Church Pension Fund

S.N.	Name of subscriber	R.F.	Contribution Received Own	Anchal	K.S.S.	Total
1.	Rev.Paulus Tete	1	18.30	15.70	18.30	52.30
2.	" Junathan Lugun	2	9.12	9.12	9.12	27.36
3.	" P.D.S.Bage	3	24.30	24.30	24.30	72.90
4.	" Patras Hemrom	4	31.56	31.56	31.56	94.68
5.	" Mansidh Hemrom	5	10.98	10.98	10.98	32.94
6.	" Nainsukh Tirkey	6	~~10.98~~ 21.75	~~10.98~~ 21.75	~~10.98~~ 21.75	~~32.94~~ 65.25
7.	" Luther Kongari	7	24.90	24.90	24.90	74.70
8.	" Junas Soy	8	28.08	28.08	28.08	84.24
9.	" Christ ~~Unbulan~~ Dag	9	16.80	16.80	16.80	50.40
10.	" Halan Samad " Mukut Topono	10	23.40	23.40	23.40	70.20
11.	" Christodas Jojo	11	23.40	23.40	23.40	70.20
12.	" Masihdas Tuti	12	3.36	3.36	3.36	10.08
13.	" Lucas Topono	13	29.70	29.70	29.70	89.10
14.	" K.D.Soy	14	28.62	28.62	28.62	85.86
15.	" Innocent Aind	15	25.20	25.20	25.20	75.60
16.	" Martin Jojo	16	27.00	27.00	27.00	81.00
17.	" Daniel Lakra II	17	23.40	23.40	23.40	70.20
18.	"Dorepha Hemrom	18	21.96	21.96	21.96	65.88
19.	"Arun Kumar Punurio	19	18.72	18.72	18.72	56.16
20.	" Nimrod Bor	20	7.80	7.80	7.80	23. 40
21.	" Itmon Guria	21	28.44	28.44	28.44	85.32
22.	" Johan Mundu	22	21.60	21.60	21.60	64.80
23.	" Markas Sanga	23	30.60	30.60	30.60	91.80
24.	" Samuel Barjo	24	20.16	20.16	20.16	60.48
25.	" Johan Dang	25	20.16	20.16	20.16	60.48
26.	" Theophil Horo	26	4.20	4.20	4.20	12.60
27.	" Silas Kujur	27	39.90	-	79.80	119.70
28.	" Christ Unbulan Dag	28	9.30	-	18.60	27.90
29.	" Samuel Surin	29	29.40	-	58.80	88.20
30.	" Mansidh Topono I	30	9.94	-	19.88	29.82
31.	" Hanukh Minj	31	19.92	19.92	19.92	59.76
32.	" C.B.Aind	32	21.00	21.00	21.00	63.00
33.	" Nathaniel Kullu	33	7.80	7.80	7.80	23.40
34.	" N.E.John Samad	34	6.00	6.00	6.00	18.00
35.	" Stiphan Dungdung	35	6.00	6.00	6.00	18.00
36.	" S. Barla	36	8.40	8.40	8.40	25.20
37.	" Bimal Minj	37	14.04	14.04	14.04	42 .12
38.	"Dharamdas Toppo	38	9.36	4.68	9.36	23 .40
39.	" Junul Topono	39	26.28	26.28	26.28	78.84
	TOTAL -		750.85	655.03	839.39	2245 .27

P.D. Bage
Head Accountant,
G.E.L.Church, Ranchi.
31/1/67

C. Horo
Treasurer,
G.E.L.Church, Pension Fund.

G.E.L.CHURCH PENSION FUND RULES

A. Pastors.
B. Laywoekers.
C. Pracharaks.

1. **Purpose** The following rules are laid down for the purpose of providing pension in order to secure the future of pastors and their dependants.

2. **Categories** Incorporated into the rules are the following categories:-
   (a) Normal pension.
   (b) One-time-payment pension.
   (c) Pastors' widows' pension.

3. **Income of the Fund:-**
The pension fund should be kept in a special account and be supervised by an authorised body set up by the KSS. The income is derived from the following sources:-
   (a) Pastors' monthly contributions Rs.3 paise per rupee on his basic salary.
   (b) Contributions from local pastors' congregation Rs.3 paise per rupee per month on basic salary (for those pastors who do not serve in a congregation, contributions will be made by the KSS.)
   (c) Contributions from the KSS for each pastor Rs.3 paise per rupee per month on basic salary.
   (d) Designated contributions (from any outside source)
   (e) Interest from monies deposited by the fund.

MONEY IN THE PENSION FUND IS NOT TRANSFERABLE TO ANY OTHER FUND.

4. **Conditions laid down for the recipient of normal pension.**
Pastors entitled to receive normal pension must have served the church for more than 25 years:-
   (a) Have reached the age of 65 years.
   (b) or must retire due to sickness or any other valid reason, which is approved by the KSS.

5. **Amount of normal pension.**
A pension will be paid for the duration of the Pastor's life according to the following scale:-

(a) A pastor who has served from 25-30 years-	Rs.35% of his last basic pay.	
(b) A pastor who has served from 31-35 "	Rs.40%	-----do-----
(c) A pastor " " " " 36-40 "	Rs.45%	-----do-----
(d) A pastor " " " more than 41 years	Rs.50%	-----do-----

Note:-The pension fund is enforced from January 1966. Pastors (workers) retiring during the first five years (1966-70) shall get @ 25% oftheir last basic salary prior to retirement. Those retiring during second five years (1971-75) shall get pension @ 30% of their last basicsalary prior to retirement.

6. **Conditions laid down for the recipient of a one-time-payment pension.**
Pastors who have served for less than 25 years are entitled to receive the one-time-payment pension.

7. **The amount of a one-time-payment pension.**
A pastor who has served more than one year and less than 25 years will receive the amount of his basic salary at the time of ceasinghis church service, multiplied by the number of years he has served.

8. **Conditions laid down for the recipient of Pastor's Widow's pension.**
When the recipient of a normal pension dies, the widow shall receive one half of that pension.

9. **Priorities for the recipients of the Pastor's Widow's pension.**
   (a) Pastor's wife.
   (b) If the pastor's wife is deceased before his death, recipients will be his children who have not yet reached an adult age.
   (c) Any parent over the age of 60 years.

10.Should a pastor dies before serving the church for the minimum period of the 25 years required, the total amount of the one-time-payment pension due to him, will be given to the persons falling within the priorities mentioned in paragraph 9.

11.Payment of the Pension.

Monthly payments will be made on an agreed date, to those reipients entitlied to receive payment or to their consignee.

12.Management of the Fund.

The KSS will be responsible for the management of the fund.

13.Pastors not entitlied to receive pension.

(a)A pastor who prior to his ordination or appointment was employed by any other agency, and is already receiving a pension.

(b)A pastor who has been loaned for service in another church and is receiving pension from that church and has returned to the service of the GEL Church.

(c)A pastor who during his service in the GEL Church ceases to serve the church without permission.

(d)A pastor who has not contributed to the pension fund ad required by the rules laid down by the KSS.

(e)A pastor who has been dismissed from the church through disciplinary action.

14.Amendment or abolishment of rules.

Any amendment or abolishment of rules may only be undertaken by the KSS at a meeting with more than a two-thirds majority.

15.Rules will come into effect on 1st June 1966.

Bye Laws of:-Byelaws to these rules are as follows:-

1.The calculation of the number of years service commences with the date of ordination of a pastor in the GEL Church. Only completed years of service will be taken into consideration and not parts thereof.

2.The period in which a pastor takes leave, due to sickness, or any other reasons approved of by the church will be excluded from the calculated number of years, unless all contributions continue to be paid by all those parties concerned.

3.For a pstor who has resigned and resumed his work after a period of time the calculated number of years of service commences with the date on which he resumes his work.

4.Any pastor who through necessity is re-appointed by the church during the period of his pension, will not receive his pension for that period.

5.A pastor who is receiving his pension, who engages himself with work for any other church, will have his pension terminated.

6.If a pstor is put under discipline for any reason, he will have his pension withheld for the period in which he is under discipline. Only after his re-acceptance into the church, will his pension be continued.

7.If the recipient of a widow's pension dies, notice must be given to the KSS within a month.

Vermerk für Herrn Lenz

Betrifft: Pensionsfonds der Gossnerkirche

Wie im vergangenen Jahr stellt das Kuratorium auch 1967 der Gossnerkirche auf Abruf und Anforderung

20.000,-- DM

als Beihilfe zur Stärkung und reibungslosen Funktion des Pensionsfonds zur Verfügung.

Ich bitte, diesen Betrag aus unseren lfd. Mitteln unter dem betreffenden Fonds zu buchen, so daß auf jenem Konto jetzt (mit dem Übertrag aus dem vergangenen Jahr 1966) 31.500,-- DM zur Verfügung stehen.

Berlin, 24. Januar 1967
drbg/el.

E[illegible]
2 7. JUN. 1966
Erledigt: ....

June 23, 1966

Dr. Marsalla Bage, Pramukh Adhyaksh
Gossner Evangelical Lutheran Church
Ranchi, Bihar State
INDIA

Dear Dr. Bage,

I want to answer your letter of 17th making reference to the deposit of Pension and Provident funds with us.

As you know we have a precedent for holding funds for member churches. We are holding a sum for a Pension Fund of another Asian church and I assume, therefore, that there would be nothing in principle to prevent us from doing this service for the Gossner Church as well.

The question that would arise would not be in connection with the funds for your Pension Fund which are provided you from abroad; that is the grant from the Gossner Mission, it would arise rather in connection with the proposal you make to transfer in effect your Pension Fund out of the country. There is actually no transfer of funds so the law is not broken in that way but there is, nevertheless, a certain ambiguity in our assigning our grant to you to a Pension and Provident Fund while you would assign your Provident and Pension Funds on hand to be used in the budget of the Church. Whether such action is within the law I do not know. It would seem to me that legal advice must be sought by you. It must be emphasised that there would actually be no remittance of funds abroad. There would, it seems to me, be the necessity of restating our grant to you - stating that it is for the purpose of establishing Pension Funds for certain individuals in your Church. These individuals would then have to release their rupee Pension Funds as a gift to the Church. I am not sure if this is possible. I would think that it would be good to talk to a lawyer before you go to Belgrade. We could then discuss it further.

Yours sincerely,

Arne Sovik

AS/ja
c.c.K.S.S. Secy's Office
Mr. C. A. Tirkey, K.S.S. Treasurer
Hd. Acct. K.S.S.
Dr. Ch. Berg, Director, Gossner Mission, Berlin

GOSSNER EVANGELICAL LUTHERAN CHURCH IN CHOTANAGPUR & ASSAM.

Ref. No. 477/66.

Eingegangen
18. MAI 1966
Erledigt:

From :-

Rev. Dr. M. Bage,
Pramukh Adhyaksh,
G.E.L. Church.

To,

Dr. Ch. Berg, Director,
Gossner Mission Society,
Berlin - Friedenau,
Handjerystrasse 19/20,
WEST GERMANY.

May 13, 1966.

Subject :- Pension Fund of the G.E.L. Church.

Dear Brother Berg,

Here I would like to express thanks for your letter mentioning the Pension Fund of the G.E.L.Church which I was handed over by Rev. Aind along with several other letters received from you.

The Gossner Church is really grateful to the Gossner Mission for expressing its readiness to help us in starting the pastor-pension programme immediately. As we are going to start this from the coming June. May I hereby request you to send us a sum of Rs. 10000/- (Ten thousand rupees) only as early as possible to help us operating our pension programme. The rest of the amount you have budgeted for 1966 should be deposited for making a Capital Fund for this programme. In our next K.S.S. meeting which is meeting in early July a definite decision will be taken asto where this capital Fund should be kept. You will be informed accordingly about this.

With kind regards.

Yours Sincerely,

M Bage 13/5/66

(M. Bage),
Pramukh Adhyaksh,
G.E.L. Church, Ranchi.

From the Pension Pastors Association, G.E.L. Church Ranchi.

To,

The Pramukh Adhyaksh,
G. E. L. Church, Ranchi.

Dated, the 9th May'66.

Subject :- Pension in the G.E.L. Church.

Dear Pramukh Adhyaksh,

Fragements from the Rules framed by the K.S.S, for t he Pension of the Pastors of the G.E.L.Church, are reaching the public gradually. It is wondered why the ~~xxxx~~ rules are not made public through the Gharbandhu. According to the Constitution the K.S.S. rightly decided that such important action of the K.S.S. must be sent to the Anchals for corroborative vote of the Anchals. But it is respectfully pointed out that before obtaining the corroborative vote of the Anchals, the Rules and the Retirement should not be enforced as envisaged in the minutes of the K.S.S. (March 16-18, 1966 pp 4-5) before obtaining the corroborative vote.

A critical study of the whole Plan of the Pension Rules as found in the Minutes of the K.S.S. dated March 16-18,1966 pp 4-5 above mentioned discloses certain vital defects in the Rules, and injustice to the beneficiaries of the Pension, Among others they are briefly pointed out as follows :-

1. The Pension Fund has been made contributory by the K.S.S. which is a wrong principle. Pension Fund is never built up by the contribution of the beneficiaries. The present contribution of 3 paise in the rupee is almost nothing to build up the huge amount required for Pension. The Fund must be the creation of the whole Church either through the help of the Kuratorium or some other means. The Pastors' contribution will always be like a drop of water in the bucket. Pension must not depend upon contribution and it has never been so in any institution. This confusion has beenmade by the K. S.S with the Provident Fund which is dependent on contribution. The K. S.S. has made this fundamental mistake which must be corrected.

2. From the above fundamental mistake the K.S.S. made greater mistake of dividing the pension into six categories beginning from 25 % to 50 % which breeds injustice and inequality among the beneficiaries. There should be only one category as it is usual in India, for the Pension Fund in fact is no body's earning. No one group should have greater claim on it.

3. The first batch starts with 25%. It is respectfully pointed out that it is really the first and the second batches which deserve more consideration than any other batch. It is these batches which really suffered for the Lord and His Church in the transitional period of the Church receiving very low pay even sometimes Rs.4/- or 5/- per month as pay. It is these Pastors who had one Sari between the mother and the daughter. It is really these Pastos who suffered the heat of the day and when others fled to secular jobs it is these Pastors who dared stick to the ministry. It is these Pastors who kept the Church organization with all the sacrifice needed. When the Missionaries left the field it is this category of Pastors who shoould ered the burden of the Church and carried on the work without any arrangement for pay. The old Missionary scale fixed Rs.25/- p. m.as the highest pay for a Pastor but the whole system fell through during the First World War when the Missionaries left, Their successors almost suffering starting with no fund, some of these Pastors belong to the I & II batches.

After the declaration of the Autonomy the new scale was made and the highest pay of the Pastors was fixed at Rs.50/- p.m.which also they did not get. Throughout their life they suffered and almost never got their full pay which we can see in the Ilaka

Registers. They always lived from hand to mouunth. Brides refused to marry a Candidate for his salary was most uncertain.

It was the lot of these Pastors who had to work hard and sacrificed to the extreme. Later the Scale was revised and the highest salary was Rs.65/- which also they did not get. There was only suffering and suffering for this category of Pastors never receiving the full scale.

Now by the charity of the Kuratorium this is the first batch of Pastors who are pensioned. But what an injustice ! Those who have suffered and sacrificed are shunted with 25%. Those who never suffered and definitely are not likey to suffer like the first and second batches are blessed to get Rs.45% and 50%. What a criterion ! This is a defective thinking of the KSS. The order should have been just the reverse. The first and second batches should get Rs.50% if there are categories at all. As the political sufferers of India are being given preferential treatment by the present Congress Govt. of India only because they suffered for the establishment of the National Govt. So also the present KSS should have shown gratitude to these sufferers for the Church by granting them privileges, Instead, the KSS has penalised these by granting them the lowest rate of pension.

! Now the present generation of pastors is getting full pay and is also provided with highest pension. Justice and fairness is denied to the first and second batches.

The only defence the KSS can give is the paucity of the Fund. But it can be asserted with confidence that there should be no paucity of the Pension Fund. The Kuratorium has created enough fund for pension. This fund is not for hoarding for the future. Further arrangements could be made in future. But no injustice be done to the Pastors who suffered loss built up and served the Church. If the Kuratorium is ready to help the Church it is here that they can usefully help her. No other Field deserves help as much as the Pension Fund. Therefore if the fund is not enough let the KSS approach the Kuratorium with proper spirit and it is fully trusted that the Kuratorium will not neglect the faithful servants who are now going out. The Fund has been created by the Kuratorium and let the Fund be utilised with equity. If necessary the Kuratorium may be requested to add a little more for the sake of the first and second batches.

4. It is respectfully pointed out that the Church Council of old with no fund on hand fixed a pension of Rs. 15/- p.m. to Pastors when the last basic pay of the Pastors was Rs. 50/- only which is about 33 p.c. Considering the basic pay of Rs. 100/-p.m. of Mr. N.Soy a laymen with short period of central service his pension was fixed at 50% p.m. i.e. Rs. 50/- p.m. The whole matter was considered in a humane way, with sympathy fellow feeling and respect for the oldage and recognition of the past services.

It is therefore respectfully requested,

1. The whole set up of the Pension and retirement be reconsidered and re-formed.

2. The principle should not be contributory. This is a fundamental mistake in any Pension set up.

3. Thre should be no catagories in the Pastors Pension as stated in the Minutes of the KSS dated March 16-18, 1966 pp. 4-5.

4. There should be only one category as there is one Ministerium and one Fund belonging to one Church aided by the Kuratorium, aiming at 50% to all. The Fund will never belong to the contributors as assumed by the KSS.

5. All pensions, Clergy and laymen should start at a time. Delay in the pension of layman will cause discrimination against the clergy, for laymen of the same age will continue in their service whereas the clergy of the same age are pensioned off earlier.

6. Until the whole set up is reconsidered and revised both for clergy and laity resolution of the KSS no (h) dated March 16-18, 1966 pp 5 and 6 be suspended and implantation be postponed.

7. No pastor or layman be retired and pensioned until the corroborative vote has been obtained on the whole set up from all Anchals or else the whole action of the KSS will be null and void as per Constitution.

8. The matter is serious therefore no arbitrary and hasty action be taken by the KSS.

J. L. Lakra
9/5/66
President.
Pension Pastors' Association
G. E. L. Church, Ranchi

Faithfully yours,

Jakujur 9.5.66
Secretary.
Pension Pastors' Association
G. E. L. Church Ranchi

Copy forwarded to Director Doctor Christian Berg, Gossner Mission Kuratorium, with a humble request to intervene in the matter, as the Pension Fund has been almost wholely created by the Kuratorium.

Jakujur 9.5.66
Secretary

drbg/br
Mid-April 1966

3.5.

To the
President of the G.E.L. Church
G.E.L. Church Compound

Ranchi / BIHAR
INDIA

Subject: Pension Fund of the G.E.L. Church

Dear Brother Bage,

It was with great pleasure that I noted from the minutes of the KSS meeting that the pension fund of the Gossner Church has now been put into practise and will be started from 1st June 1966. I shall inform the Kuratorium about it. I am sure that it will welcome it very much.

I think that patience and faith will be necessary for the management of the fund as well as for receiving the contributions to make the fund even more efficient. I am glad that by it the servants of the church will have some security in old age or during long illness.

We have not checked the regulations in detail anymore, as Rev. Ishida / Geneva and Financial Adviser Montag have taken part in all discussions and have expressed a positive attitude on the whole scheme.

We shall include in our budget for the years 1966 - 1968 DM 20.000 each (approximately 24.000 Rs.) as contribution to the Pension Fund of the G.E.L. Church. We are waiting for your request and are sure that you take this help as a sigh of fellowship between many Gossner friends here in Germany and those who have served in the Gossner Church for so many years.

With Christian greetings,
I am Yours Sincerely,

cc/ Secretary of KSS
Mr. Montag
Rev. Ishida / Geneva