

## Resolution 4 – 2019 Greater Milwaukee Synod Assembly Resolution Ensuring Parental Leave and Increasing Minimum Guidelines

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WHEREAS, all Christians are called to care for their family members and fellow members of the Body of Christ; and

WHEREAS, the Confessions of the Evangelical Lutheran Church name care for one's family as a Christian's first vow, with precedence over any monastic or clerical vows (Apology of the Augsburg Confession, XXVII:67-68); and

WHEREAS, the current Greater Milwaukee Synod Compensation Guidelines state, "Congregations are expected to provide for a paid parental leave of up to six weeks for the birth, adoption or pre-adoption placement of a child with full, salary, housing and benefits"; and

WHEREAS, The ELCA document, "Definition of Compensation, Benefits, and Responsibilities for Ministers of Word and Sacrament Under Call" that is to be completed when a new call is issued states, under D. Agreement, item 6.

"Maternity/Paternity or Adoptive leave of \_\_\_ weeks with full salary, housing, and benefits (Recommended 6 weeks; 4 weeks minimum)" and

WHEREAS, The National Partnership on Women and Families reports that "parental leave allows new parents time to care for their children--giving them the best chance at a healthy start on life"; and

WHEREAS, the ELCA draft of the "Social Statement on Faith, Sexism, and Justice" suggests: "Finally, this church needs to offer greater support for women's ministry and leadership in policies related to pregnancy, parental leave, and breastfeeding. Improved arrangements for ELCA rostered leaders and for employees of ELCA-related organizations and institutions should support these leaders and demonstrate this church's commitment to family"; and

WHEREAS, it is necessary for all rostered ministers of the ELCA to have the support they need to respond to God's call to serve the church; therefore, be it

RESOLVED, that the Greater Milwaukee Synod Assembly requests that the Greater Milwaukee Synod Council review the compensation guidelines, amending the parental leave expectation language to "Congregations are expected to provide for a paid parental leave of at least eight weeks for the birth, adoption or pre-adoption placement of a child with full salary, housing and benefits"; and be it further

RESOLVED, that congregations of the Greater Milwaukee Synod are expected to have parental leave policies that comply with Synod expectations in place before call is extended; and be it further

RESOLVED, that parental leave is expected to be offered with job protection. No one shall be forced out of their job, or suffer discrimination in pay or promotion, for taking leave to care for a child; and be it further

RESOLVED, that, in the event a congregation has a settled rostered minister but no parental leave policy, the congregation will work together with the rostered minister to craft a parental leave policy adhering to the Greater Milwaukee Synod's expectations; and be it further

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RESOLVED, that Congregations are expected to be supportive of diverse caregivers and caregiving. Leave shall be offered to all caregivers, including same-sex, opposite-sex, adoptive, and single parents and parents of children with disabilities; and be it further

RESOLVED, that the Greater Milwaukee Synod Staff be intentional in talking with call committees, congregation councils, and Mission Exploration Teams to ensure that all congregations in the Greater Milwaukee Synod have a parental leave policy in place that adheres to synod compensation guidelines.

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### ***Submitted by Milwaukee Clusters 1 and 2***

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