

**Maternity, Paternity, and Adoptive Leave Policy: Adopted by the Synod Council 1/11/2020**

**The Maternity, Paternity, and Adoptive Leave Policy** is intended for birth, adoption, placement, and call to guardianship of children for rostered ministers and staff members serving within the NGLS. As a church we should encourage the building of healthy and life-giving relationships. This should especially be encouraged with our rostered leaders, staff, and their families. When a rostered minister or staff member is welcoming a child into their family the congregation should encourage and plan for leave time. The Maternity, Paternity and Adoptive Leave policy for the Northern Great Lakes Synod is recommending 8 weeks of leave that consists of full salary, housing, and benefits. This policy is for either new mothers or fathers so the family can recover, adjust, support, and establish a healthy new relationship within the family system. If an expectant mother's physician determines it is medically necessary for her to stop working prior to the anticipated delivery date, she should be permitted to use accrued sick leave or accrued vacation time to cover the absence. If additional time is needed beyond the recommended time because of special needs or circumstances, the rostered leader or staff member can negotiate with the congregation council.