**Memorial 2019-3: Portico Benefits for Churchwide Staff**

WHEREAS, healthcare coverage is a necessity in these times; and

WHEREAS, the Evangelical Lutheran Church in America (ELCA), in cost-cutting measures, took away the insurance coverage of spouses/families of ELCA Churchwide employees and reduced the coverage of ELCA Churchwide employees from gold status to the level of silver status in early 2019; and

WHEREAS, the compensation of ELCA Churchwide employees is adequate but not commensurate with the pay of personnel in the public sector and in similar positions of responsibility there; and

WHEREAS, the ELCA needs to maintain top-notch, high caliber employees for the benefit of the ELCA and continuity among programming directions and needs; and

WHEREAS, the ELCA’s treatment of its employees serves as a model for synods and individual congregations and their provision for rostered persons and church workers;

THERFORE, BE IT RESOLVED, that the Delaware-Maryland Synod memorialize the ELCA Churchwide Assembly to restore the Portico insurance coverage to the spouses of ELCA Churchwide employees effective immediately; and

BE IT FURTHER RESOLVED, that the Delaware-Maryland Synod memorialize the ELCA Churchwide Assembly to restore the Portico coverage to the original gold status level of coverage for Churchwide employees.

Sponsored by the rostered persons in the Westminster Conference, DE-MD Synod, ELCA

11 April 2019.