

Special Ministries' Baseline Proficiencies



If you have a member in **prison** or a member with a loved one in **prison**:

- Congregation attempts visitation of incarcerated member and refers the member to Prison Ministry (wels.net/refer).
- Congregation contacts family of incarcerated member to encourage and find out about needs.
- Congregation prepares for return of member to community and congregation if possible.

If you have a member in the **military**:

- Congregation referral of military members (wels.net/refer).
- Congregational contact with military members and their families.

If you have members with **intellectual and developmental disabilities**:

- Provide spiritual instruction and worship that meets the needs of people with developmental or intellectual disabilities. (This can also be used to provide a need in the community.)
- Maintain contact with parents to encourage and to see if there are ways that congregation members can help.
- Provide referral to WELS Intellectual and Development Disabilities Ministry (wels.net/refer).

If you have members who are **deaf or hard of hearing**:

- Communicate with every member, even if it takes printed material or sign language.

If you have members who are **visually impaired**:

- Large print worship resources available at every service.
- Visually impaired members receive communication according to their need.
- Refer to WELS Mission for the Visually Impaired (wels.net/refer).

If you have members with **mental health needs**:

- Pastors and other ministry leaders recognize signs of risky substance use, suicidal ideation, and common mental health disorders.
- Pastors can conduct a supportive and empowering discussion of the above issues.
- Pastors know when, where and how to facilitate and appropriate referral.

If you have members who seem to be **normal people who have any contact with the world**:

- Every church / school / ministry is familiar with Conquerors through Christ (conquerorsthroughchrist.net) as a resource for those who struggle with the temptation of pornography and those who are confused by the lies the world says about God's gift of sex.
- This struggle is mentioned, addressed, and normalized in sermons and Bible classes.

If you have a congregation with **children** in it:

- Every congregation has a child protection policy
- Child protection training provided for pastors, teachers, staff-ministers and members working with youth (Freedom for the Captives offers "Standing Up for Children" training free through the website, freedomforcaptives.com).
- Every mandatory reporter has annual training to recognize and respond to child abuse
- Every church / school / ministry is familiar with Freedom for the Captives (freedomforcaptives.com) as a resource for child protection and guidance on preventing child abuse.