



Pacific Northwest District

Wisconsin Evangelical Lutheran Synod

**Report of the Synodical Council
June 2016**

**ONE in
Christ**

ONE in *Christ* **Synodical Council Members**

- Synod President as chairman
- First and second vice presidents
- 12 lay members (one from each district)
- 2 pastors-at-large, 1 teacher-at-large
- Chairmen of 3 areas of ministry
- 3 Conference of Presidents members
- 10 advisory members

ONE in *Christ* **Synodical Council Structure**

- Three primary committees: Administration, Ministry, and Finance
- One standing committee under the Administration Committee: Compensation
- Two special groups report to the SC: Accounting Oversight Committee (p.89) and the Compensation Review Committee

ONE in *Christ* **Synodical Council Duties**

- “The Synodical Council is responsible for the implementation of all decisions and resolutions made by the synod in convention and for overseeing all activities of the synod in pursuit of its mission (other than those that are the specific responsibility of the Conference of Presidents” (pp.56-90)

ONE in *Christ* **Synodical Council Duties**

- Monitors compliance of all convention resolutions – See final report (pp.68-69)
- Subsidiaries-Northwestern Publishing House, WELS Church Extension Fund, WELS Foundation, and WELS Investment Funds
- Affiliates – WELS VEBA and Retirement Programs

ONE in *Christ* **Long-Range Plan**

- “In Christ Alone” adopted in 2011, looking toward 2017 (pp. 63-67)
- The SC receives regular progress reports from the areas of ministry and departments
- The SC uses the “In Christ Alone” long-range ministry plan as a guide in allocating funds to ministry programs and services

ONE in *Christ* **Long-Range Plan**

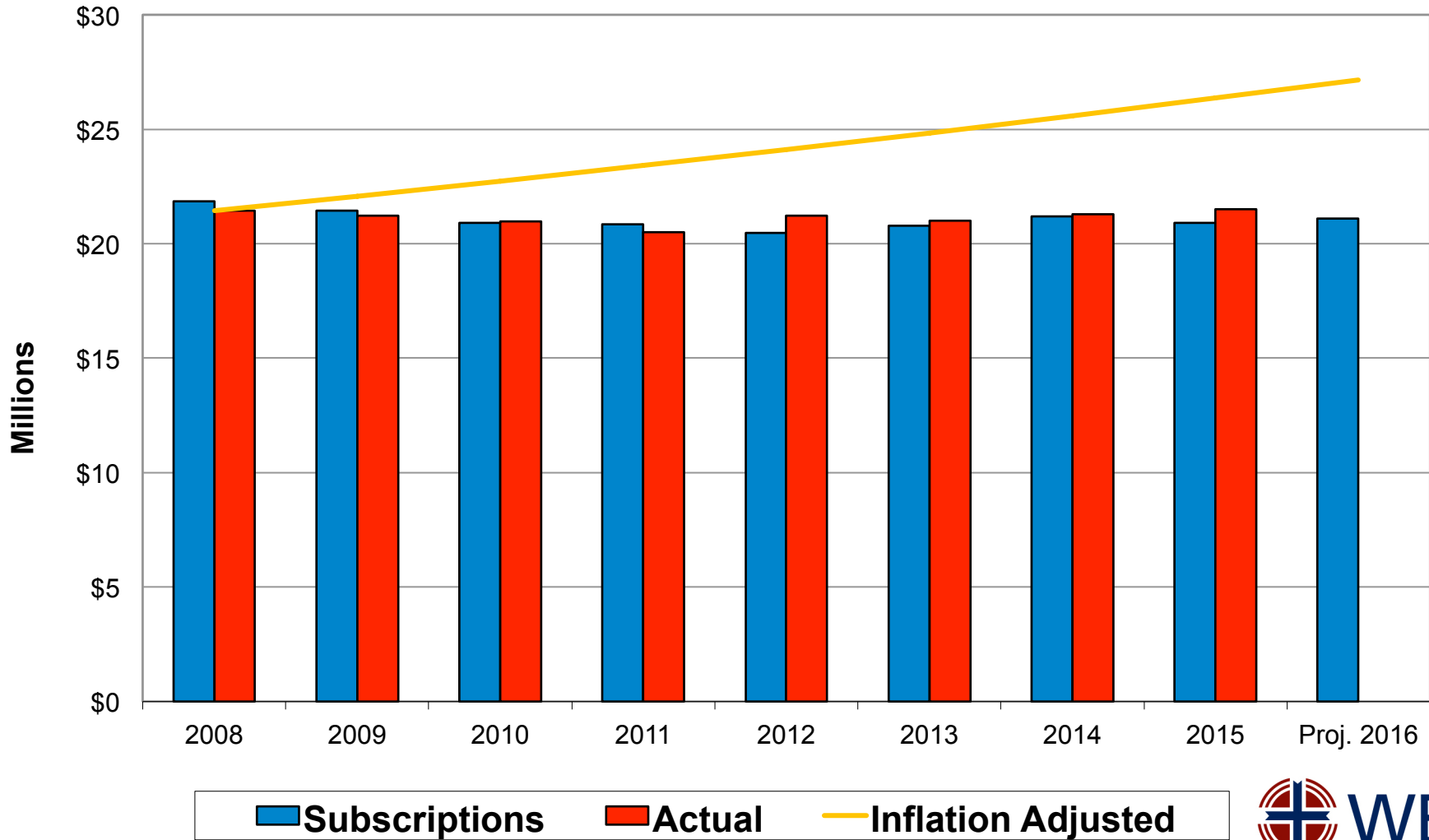
- Limited progress has been made toward the long-range goals and you will hear some of these reports later during this meeting from the areas of ministry or you can read their reports in the RTTD.
- Draft of new Long-Range Plan 2018-25
“Our Great Heritage” (pp.70-73)

ONE in *Christ* **Financial Update**

- Synod remains financially sound
- Plan is balanced
- Congregation Mission Offerings (CMO) remains the primary source of synod support
- Reserves used



Congregation Mission Offerings (Calendar Year)



ONE in *Christ* **FY2015-16 Assumptions**

- CMO
 - Subscriptions (-1.8%) met in 2015
 - 1.0% increase in 2016
- Gifts, grants, bequests and other flat
- Synod debt retired
- Flat synod support to areas of ministry
- \$3 million Financial Stabilization Fund draw down

ONE in Christ FY 2015-16 Projection

- CMO
 - 2015 up 1.1%
 - 2016 subscriptions down 1.8%
 - Net, +\$350,000
- Grants up \$800,000
- Unrestricted bequests down
- Expenses down
- \$2 million FSF draw down

ONE in *Christ* FY 2016-17 Assumptions

- CMO
 - 1.0% Increase in 2017
- Gifts, bequests and other flat
- Grants up \$2.9 million
- No debt service payment
- Flat synod support to areas of ministry
- \$2 million FSF restoration

ONE in *Christ* FY 2016-17 Projection

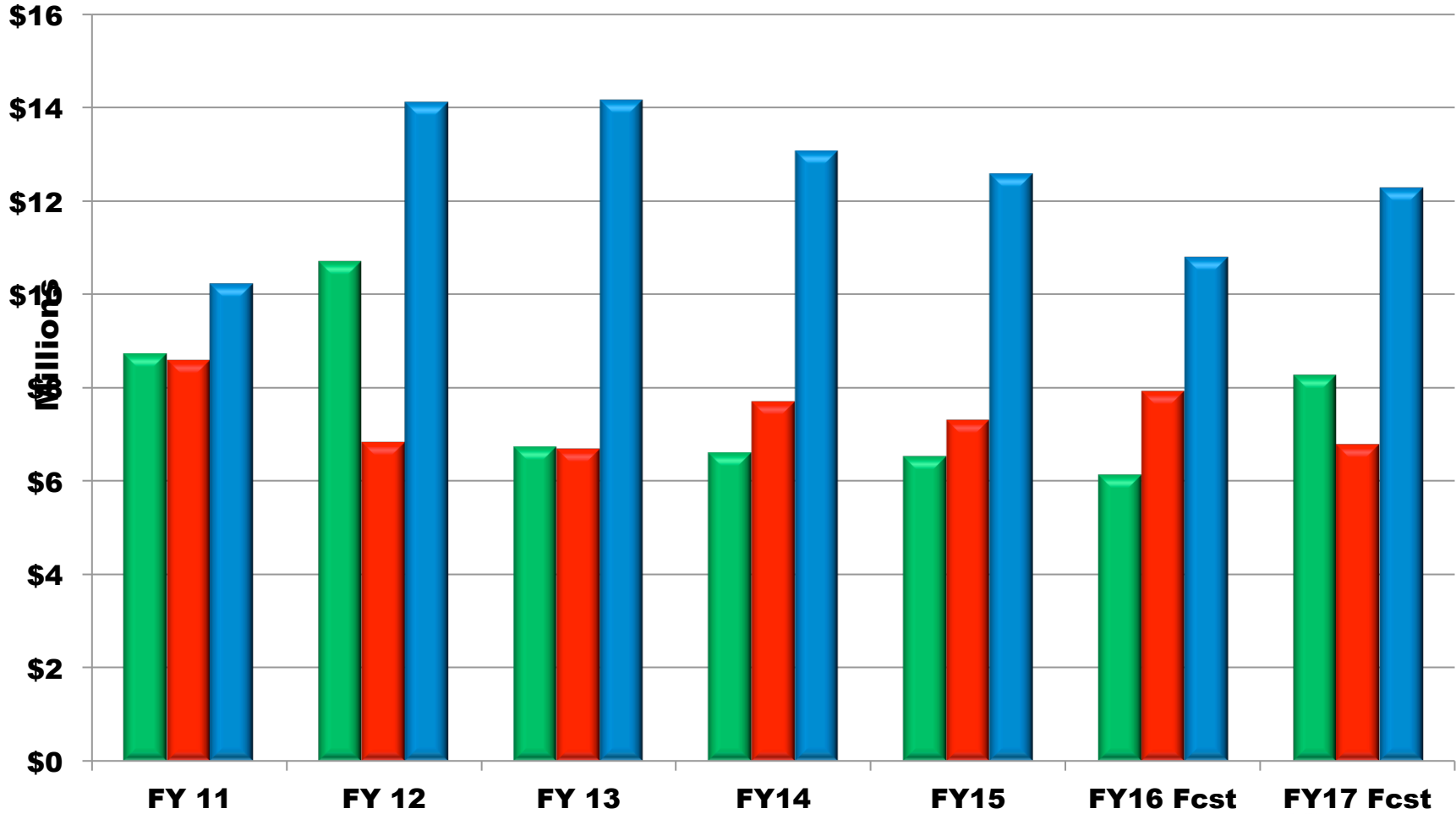
- CMO
 - 2015 up 1.1%
 - 2016 subscriptions down 1.8%
 - 2017 up 1.0%
 - Net, +\$10,000
- Grants down \$800,000
- Debt is not retired
- Expenses possibly down
- FSF \$530,000 less than Plan

ONE in *Christ* 2017-2019 Biennium

- Planning initiated
- CMO cornerstone of support
 - 0.5% annual growth
- Debt retired FY17
- Flat synod support for ministries
- Expenses increase 3.5%
 - Wages – 2.0%
 - Health – 10.0%



Financial Stabilization Fund



■ Receipts ■ Used ■ Ending Balance





Compensation Review Committee (CRC)

- The AHC2 asked the CRC to consider the following compensation guideline issues:
 - Salaries that do not reflect sufficiently the called workers' duties or responsibilities
 - The lack of calls to older pastors and teachers
 - The difficulty the synod is having in filling principal vacancies
 - The lack of any mention of early childhood ministry positions in the present guidelines



Compensation Guidelines Proposal (pp.73-76)

- **The CRC adopted the following goals for the revision of the compensation guidelines, on the basis of the recommendations made by AHC2:**
 - reflect the Scriptural principle that those who serve in the public ministry are worthy of double honor (1 Timothy 5:17);
 - recommend appropriate compensation so that gospel servants may devote themselves to the work of the ministry (1 Corinthians 9:1-14);
 - encourage equity in compensation, so that two called workers doing the same work receive the same compensation;
 - recognize the value of experience, but place a greater emphasis on responsibilities assigned to the individual worker;
 - make the guidelines easy for calling bodies to utilize in putting together a compensation package for their called workers; and
 - will be relatively cost-neutral to the work we do together as a synod as they are implemented



Compensation Guidelines Proposal (pp.73-76)

Recommendations for which feedback is requested

1. Calling bodies set aside \$1,000 a year for each of their called workers to reimburse costs associated with professional growth
2. Principals be compensated in the same range of columns in the matrix as pastors and missionaries



Compensation Guidelines Proposal (pp.73-76)

Recommendations for which feedback is requested

3. The salary matrix provide for increases on the basis of experience from 0-22 years, rather than 0-32 as it is now (not as a way to reduce overall compensation for called workers, but to encourage calling bodies to base compensation more on duties and responsibilities than experience)



Compensation Guidelines Proposal (pp.73-76)

Recommendations for which feedback is requested

4. The salary matrix be broadened by the addition of two columns to the left of column A in the current matrix (to provide for non-degreed called workers) and by the addition of one column to the right of column H in the current matrix (to provide for compensation based more on duties and responsibilities than experience)



Compensation Guidelines Proposal (pp.73-76)

Recommendations for which feedback is requested

5. The range of columns for most ministry positions be increased by one column, resulting in a range of four columns for each (to provide flexibility for calling bodies as they seek to honor the gospel servants in their midst)
6. A web-based, user-friendly form be produced to assist calling bodies in determining compensation for their workers



Compensation Guidelines Proposal (pp.73-76)

Recommendations for which feedback is requested

7. The CRC work with WELS Human Resources Office to prepare materials for circuit pastors and district presidents to use in helping calling bodies understand and apply the compensation guidelines
8. The Human Resources Office, in conjunction with the district presidents, contact calling bodies annually with materials intended to assist them in determining appropriate compensation packages

ONE in Christ Preserving WELS History

- Construction is underway and will be completed by mid-July.
- Full-time Archivist - Susan Willems
- Archives currently reside at Wisconsin Lutheran Seminary
- Archives will be moved this fall to the Center of Mission and Ministry



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