

Ministry Support (RTTD p. 25-46)

In the WELS, the people are represented by several, yet equally important groups: The synod in convention, where decisions and resolution are made for the biennium; the Conference of Presidents, which oversees each district in the synod; and the Synodical Council which is responsible for monitoring, evaluating, and overseeing all programs of ministry carried out by the synod and the implementation of resolutions and decisions made by the synod in convention. These are their stories.

In the past biennium the Synodical Council has worked with the Conference of Presidents to come into compliance with resolutions made at the synod convention. Eight of the fifteen resolutions have been completed, four are ongoing, two have been deferred to the next financial plan, and one has no plan available. (See Appendix 2 on page 33 for the list)

The Synodical Council continues to be guided by the synod's long range plan adopted in 2017 and extending until 2025 (175th anniversary of WELS). (See Appendix 1 on pages 29-32)

- Work diligently to remain a clearly confessional evangelical Lutheran church.
- Work together to serve more than 1 million souls worldwide by 2025.
- Work together to begin 10 new home missions each year from 2023 – 2033
- Recognizing the tremendous need for workers, the Joint Mission Council, made up of Home & World Missions and Ministerial Education, works to continue to train “non-traditional” called workers and build on our current Pastoral Studies Institute program.
- Work with Ministerial Education at our Prep schools, MLC, and WLS to increase the traditional training of called workers so that annual vacancy levels remain under 10%.
- Work with Congregational Services to provide resources and training to assist local congregations and districts to carry out gospel ministry. This work includes Commissions on Worship, Evangelism, Special Ministries, Lutheran Schools, Adult Discipleship, and Youth & Family Ministry.
- Work together with the Conference of Presidents, WELS Communication Services, and WELS Christian Giving to encourage CMO gifts and develop of biennial ministry plan to present to the synod in convention in 2023.

Synodical Council Special Reports – Summaries of the following items were also included in this section:

- Congregational Mission Offerings (CMO) for 2021 (p.26)
- Financial Stabilization Fund (p.26)
- Paycheck Protection Program (p.27)
- Wisconsin Lutheran Chapel in Madison, WI. (p.27)
- Current ministry financial plan modifications (p.27)
- Ministry financial plan for the next biennium (p.27)
- Pension plan (p.28)
- NPH K-12 curriculum proposal (p.28)

We praise God for the work carried out by the Synodical Council and thank God for their diligence and faithfulness.

Accounting Oversight keeps the Synodical Council informed by proper accounting practices, timely audits, and financial reports. (page 34)

- Engaged an independent audit firm in the consolidated financial statements of the WELS, its schools, and its support services.
- Engaged audit of WELS VEBA and WELS Pension plans.

We praise God for the work carried out by the Accounting Oversight Committee and thank God for their diligence and faithfulness.

WELS Archives is the official repository of permanent WELS records. (pages 35-36)

- Work will continue to grow and enhance the digital collection of WELS records and publications.
- Work to compile an archive to reflect God's blessings for WELS 175 in 2025.

We praise God for the work carried out by WELS Archives and thank God for their diligence and faithfulness.

WELS Christian Aid and Relief is one of our synod's compassion ministries bringing physical relief to people suffering from natural disaster and severe medical and financial emergencies. (pages 36-39)

- Assisted in six natural disasters, war and tragedies in 2021-2022 utilizing over \$650,000 of gifts for foreign and domestic disaster relief.
- Humanitarian gifts around the world exceeded \$245,000
- Personal grants to assist severe financial or medical crisis totaled almost \$233,000.

We praise God for the work carried out by WELS Christian Aid and Relief and thank God for their diligence and faithfulness.

Support Services cover technology, financial services, and human resources for our synod and its four ministerial education schools. (pages 40-45)

- **Technology** enabling congregations and called workers to make the best use of technology in a safe and efficient manner. Technology services continues to make security and privacy a priority. Also, providing new resources and upgrades to websites and the synod's primary database, "WELSource" continues to move forward.
- **Financial Services** prepares and provides accounting and financial information and services that support and serve WELS ministries while working together with Synodical Counsel. Financial Services is led by the WELS Chief Financial Officer, Mr. Kyle Egan to identify, investigate, and implement strategies that improve efficiency and effectiveness, reduce cost and strengthen internal controls within the WELS.
- **Human Resources** oversees development, communication, and implementation of personnel policies; recruitment; compensation; benefits; performance management; training and employee relations. HR will continue to work with the Synodical Council in reviewing HR policies and procedures, and compensation programs.

We praise God for the work carried out by all of our Support Services and thank God for their diligence and faithfulness.

Respectfully Submitted
Committee 3 - Ministry Support (RTTD p. 25-46)