

Synodical Council Membership

- 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 Home Missions, World Missions, and Ministerial Education
- 3 Conference of Presidents members
- 10 advisory members





Synodical Council Structure

- **Three primary committees:**

1. Administration
2. Ministry
3. Finance

- **Three sub-committees:**

1. Accounting Oversight Committee (p.68)
2. Compensation Review Committee (p.104)
3. Capital Projects Committee (p.80)



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)”





Synodical Council Duties

- Monitors compliance of all convention resolutions
 - See final report (p.67)
- Facility Services Report (p.79)
- Capital Projects Committee (p.80)
- Pension Plan Ad Hoc Committee (p.60)
- Christian Aid and Relief (p.71)
- Bylaw Revisions (p.149)



Ministry Plan Financial Highlights

- Congregational Services (p. 28)
- Home Missions (p. 109)
- World Missions (p. 116)
- Ministerial Education (p. 125)
- Subsidiaries & Benefit Plans (p. 133)





Ministry Financial Plan Highlights

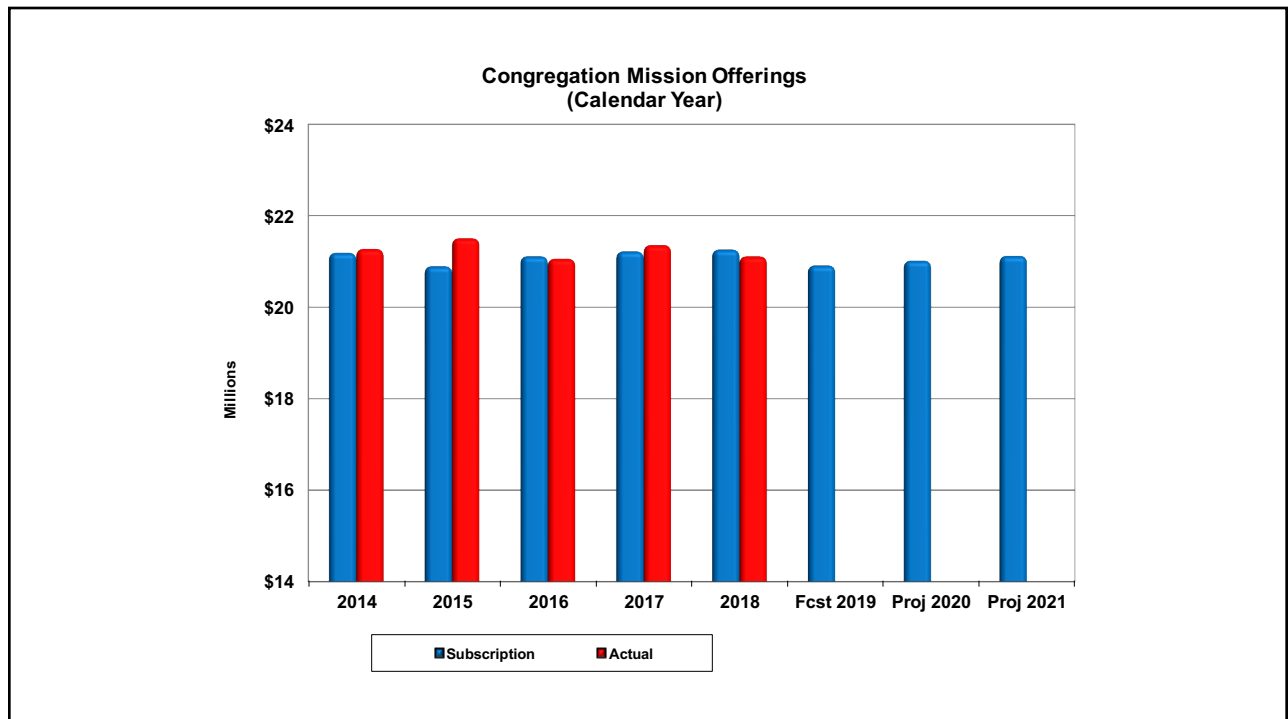
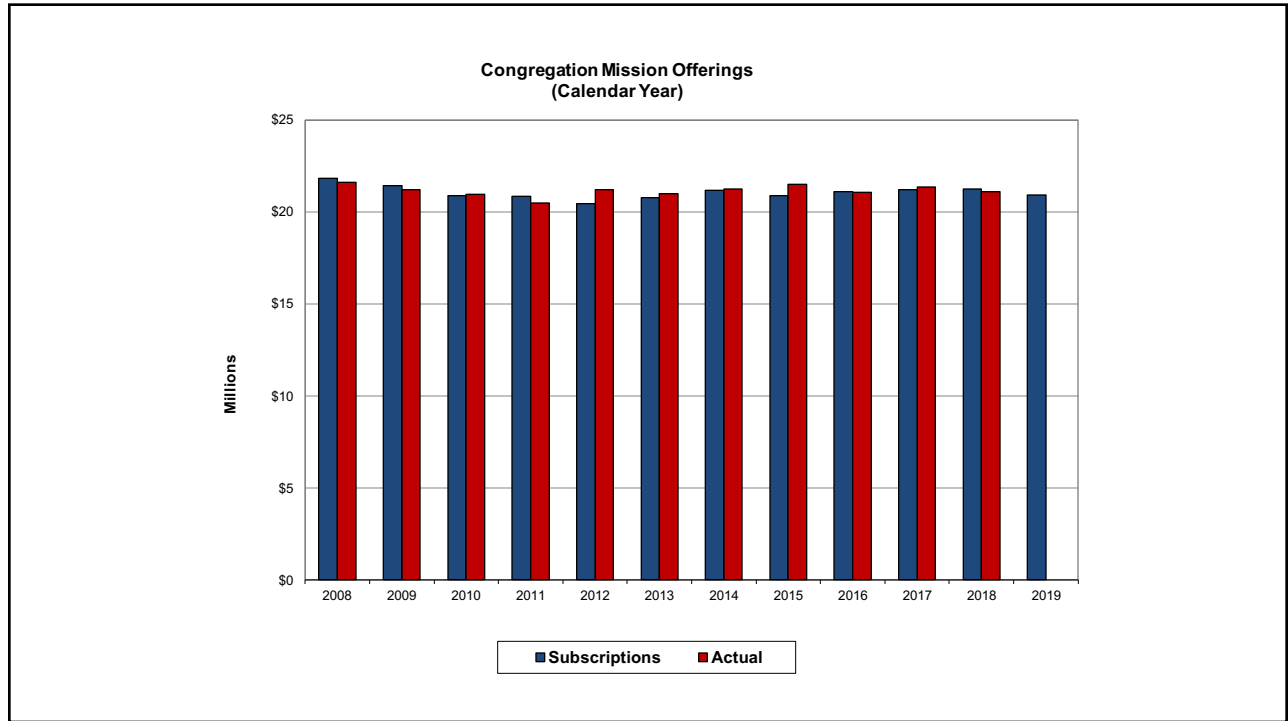
- WELS remains financially sound
- Proposed plan is balanced but uses reserves
- Financial Stabilization Fund working as intended
- Congregation Mission Offerings (CMO) remain the primary source of synod support
- Includes 4 subsidiaries – Northwestern Publishing House, WELS Church Extension Fund, WELS Investment Funds, and WELS Foundation

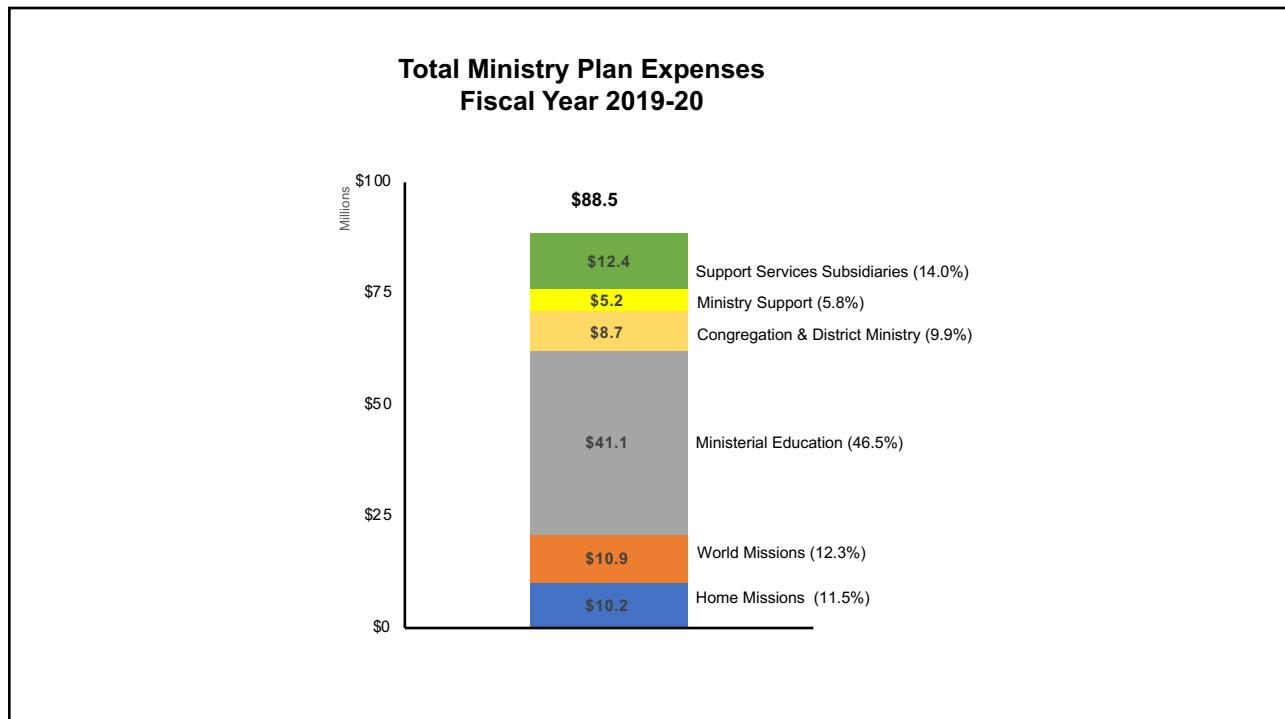
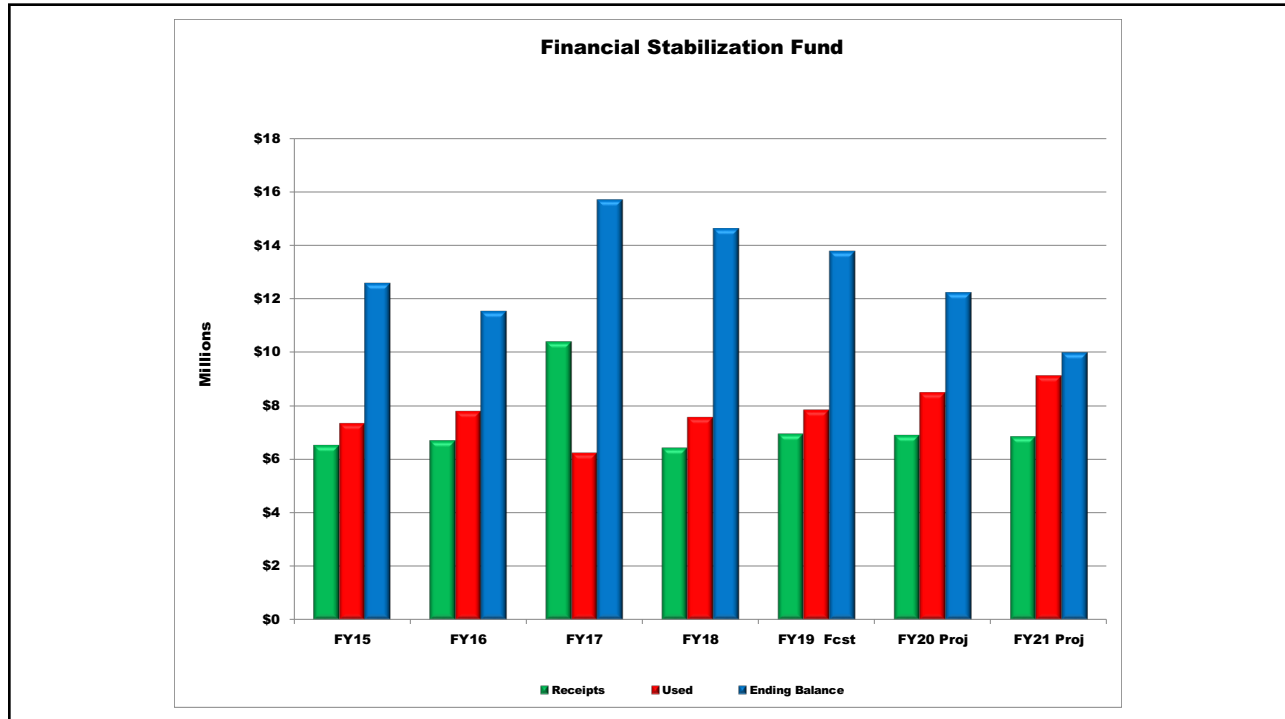


Key Expense Assumptions

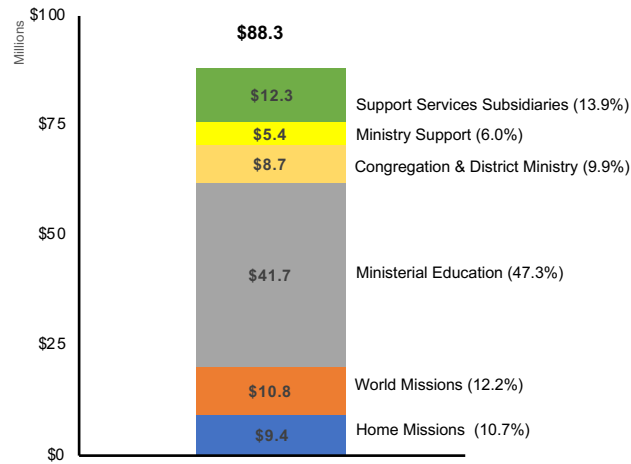
- Wages: +2%
- WELS VEBA (health care): +10%
- Pension: +5%
- Insurance: +5%
- Utilities: +7%
- Other costs: +2%



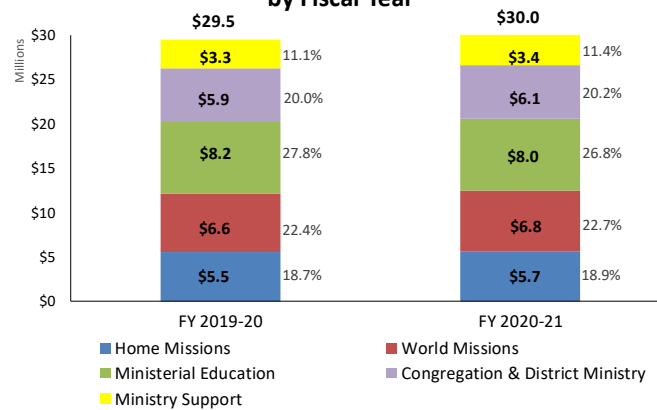


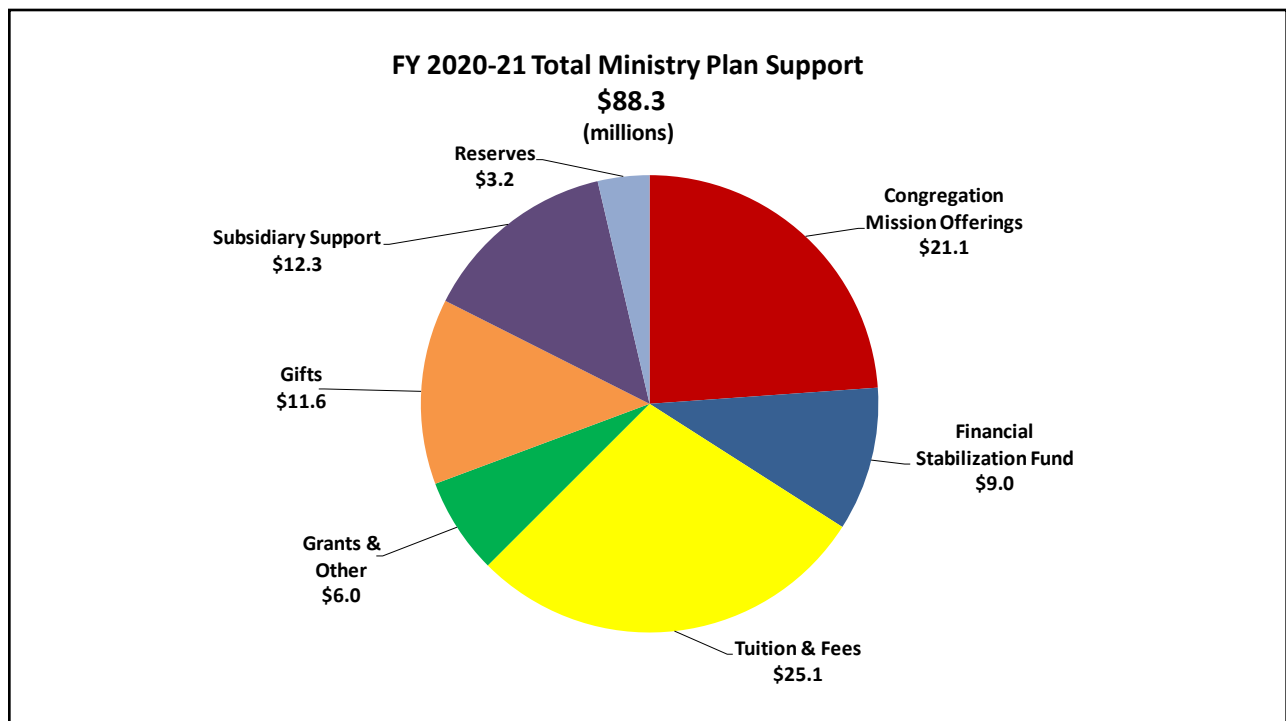
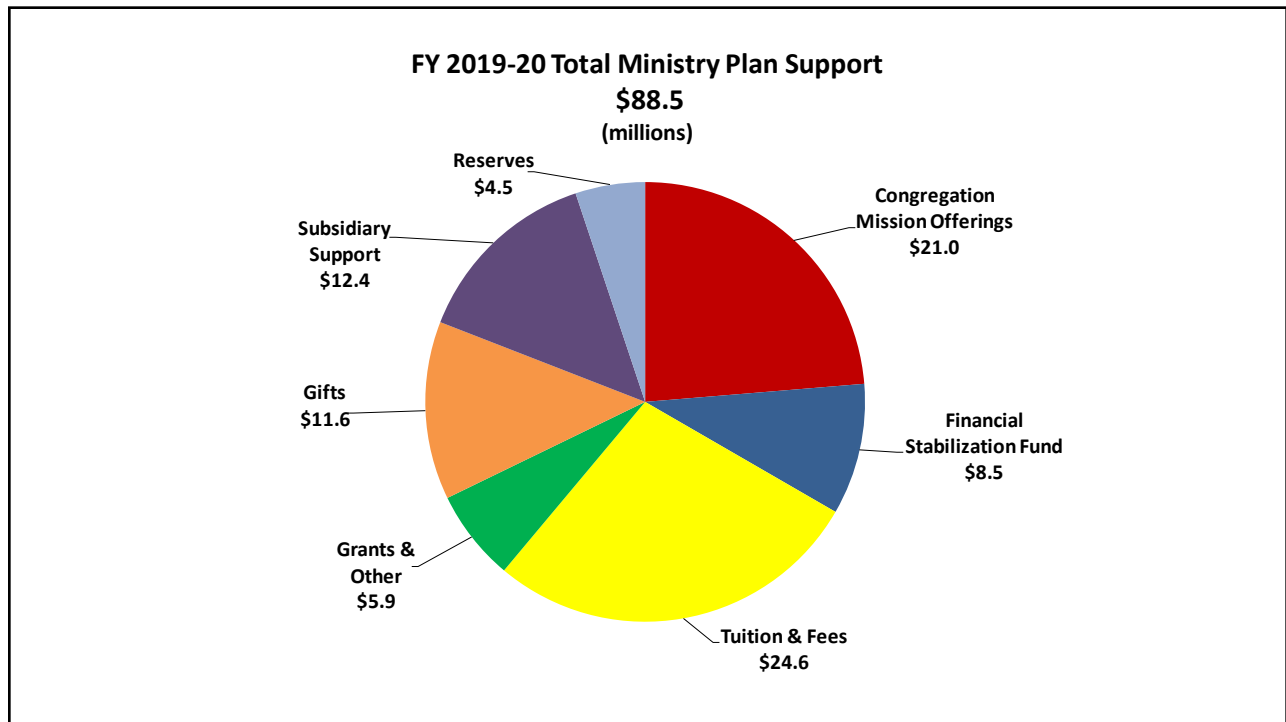


Total Ministry Plan Expenses Fiscal Year 2020-21



Synod Operating Support Allocation by Fiscal Year



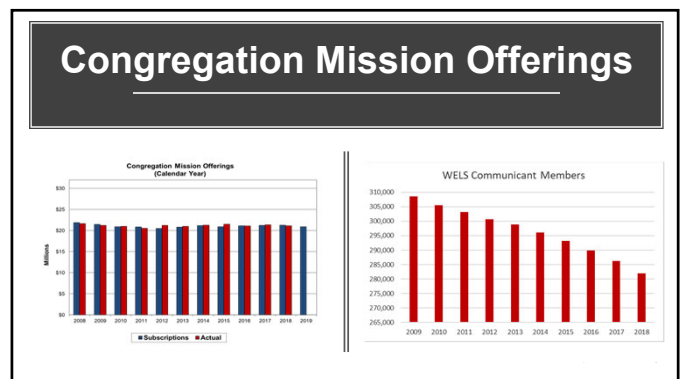
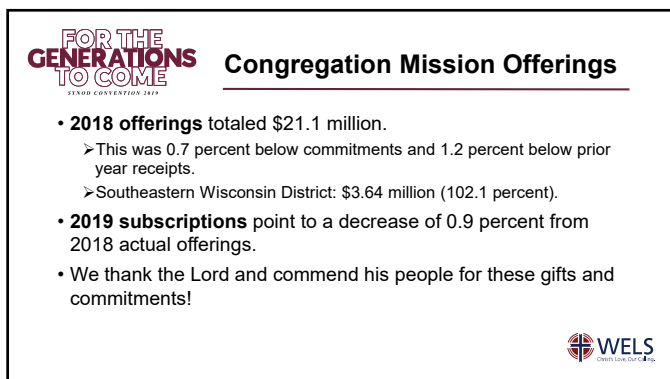
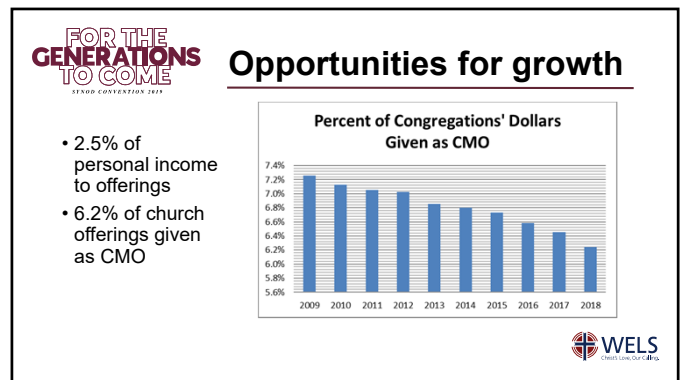
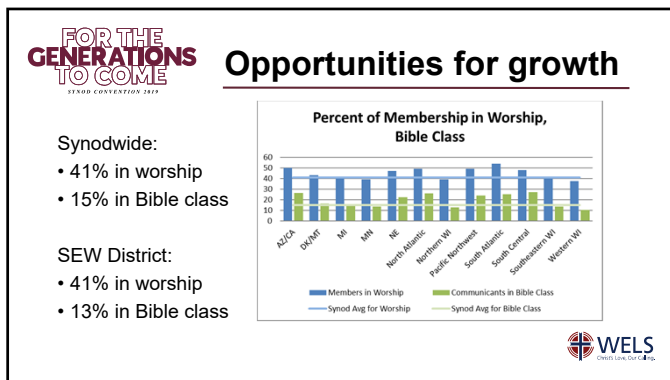




Unfunded Priorities

- World Missions: Mission expansion - \$225,000
- Home Missions: Mission expansion - \$225,000
- Ministerial Ed.: MLC financial assistance - \$125,000
- Congregational Services: Congregational counselor - \$150,000
- Ministerial Ed.: Capital project priorities - \$150,000
- Special Ministries: Military Services Committee - \$50,000
- Special Ministries: Prison Ministry Committee - \$50,000
- Ministry of Christian Giving: Additional counselor - \$120,000

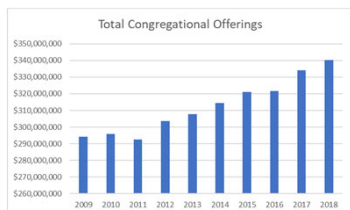






Congregation Mission Offerings

CMO remains level while total church offerings increased.



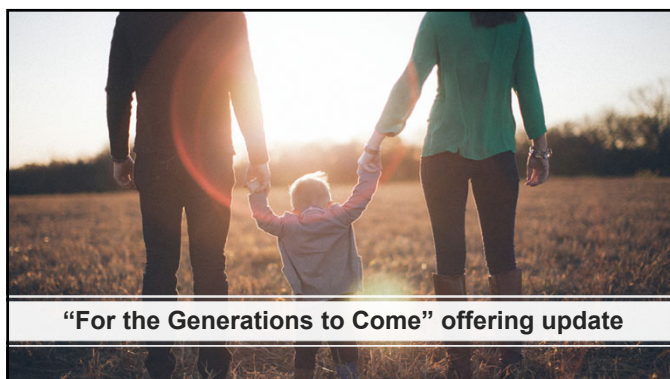
Congregation Mission Offerings

- When setting CMO, aim for ten percent of offerings. If at or above this goal, encourage your congregation to maintain its generous support or consider increasing it as you're able with God's blessing.
- "For if the willingness is there, the gift is acceptable according to what one has, not according to what one does not have" (2 Corinthians 8:12).
- "Excel in this grace of giving....For you know the grace of our Lord Jesus Christ" (2 Corinthians 8:7,9).



Congregation Mission Offerings

- WELS Connection
- Together e-newsletter
- Forward in Christ
- Annual Report (PowerPoint too)
- Annual CMO setting materials



Individual Mission Offerings

Your giving counselors:

- **Rev. Kevin Hundley, Current Gifts**
Phone: 262-237-2660
E-mail: kevin.hundley@wels.net
- **Mr. Rick Kneser, Deferred Gifts**
Phone: 262-305-7688
E-mail: rick.kneser@wels.net





Individual Offerings

3 in 10
have a will



Individual Offerings

1 in 3
remember a
charity in their
estate plan

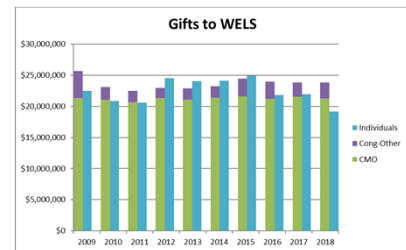


Individual Offerings

In fiscal year 2018-19 (through April), WELS Christian giving counselors (13.23 full-time equivalents) conducted 3,020 free, confidential visits with God's people and 247 presentations (Christian stewardship, Christian estate planning, or WELS Missions and Ministry) that helped facilitate \$4.9 million in gifts received and \$32 million in deferred expectancies for congregations, synod, and other WELS organizations.



Individual Offerings



Individual Offerings

IRA charitable distributions

Those 70.5 or older can make tax-free gifts to ministry from their IRAs.

Consider directing required minimum distributions to ministry to save on taxes, then using the cash you would have given to charity for other needs.

wels.net/qcd



Individual Offerings

Grace of Giving newsletter

New newsletter from WELS Ministry of Christian Giving and WELS Foundation with ministry updates and planned giving options





Resources

An Encouraging Word

- Stewardship tips
- News and updates on resources
- Prayers for synod ministry
- "Stewardship by the Lectionary" devotionals based on weekly readings share God's stewardship truths according to the pericope
- Cut and paste planned giving articles

wels.net/subscribe



Resources

Congregational planned giving program

- A guide for encouraging planned giving in your church using synod resources and the assistance of your local giving counselor
- Includes "quick starts" to promoting planned giving and setting up an endowment as well as more complex options

wels.net/plannedgivingprogram



Scriptural encouragement

Then we your people, the sheep of your pasture, will praise you forever; from generation to generation we will proclaim your praise (Psalm 79:13).



Thank you!

WELS Ministry of Christian Giving
mccg@wels.net
800-827-5482



WORLD MISSIONS

WELS WORLD MISSIONS UPDATE – SPRING 2019

"Like" the new WELS Missions Facebook page at [fb.com/WELSMissions](https://www.facebook.com/WELSMissions).



Bible Institute in Pakistan:

In August 2018, a ten-day Bible institute/seminary class was held for 11 men and some of their wives in Pakistan via the Internet. WELS' friendly counselor to Pakistan and his contact, both based in the U.S., taught the class from 10 p.m. to 6 a.m. each day so it could be held during the daytime in Pakistan. The goal is for the men to visit four to five different house churches every week and teach what they learned. There are 56 house churches total. The women will teach the children in Sunday school. Read more about this experience in a Missions Blog, wels.net/sun-at-midnight.

Fellowship established in Kenya:

In September 2018, our sister synod, the Lutheran Church of Central Africa–Zambia Synod (LCCA-ZS) met in convention for the 31st time in its history. The LCCA-ZS was established as a mission by WELS and has since become an autonomous church body in fellowship with WELS. Delegates at that convention approved the recommendation of the LCCA-ZS Synodical Council to declare full fellowship with Lutheran Congregations in Mission for Christ (LCMC) in Kenya. The next step will be a formal recommendation by the LCCA-ZS to accept the LCMC-Kenya into the fellowship of the Confessional Evangelical Lutheran Conference, of which WELS is a member. WELS anticipates declaring formal fellowship with the LCMC-Kenya at its 2019 convention. Learn more about mission work in Africa at wels.net/africa.



Ukrainian Lutheran Church celebrates 25

Years: 2018 marks the 25th anniversary of the renewal of the Ukrainian Lutheran Church (ULC), a valuable mission partner in Eastern Europe. The pure gospel voice of the Lutheran church has been silenced in Ukraine for almost 50 years and two generations of people. In 1993, two public Lutheran worship services took place in the Ukrainian cities of Kyiv and Ternopil. The Ukrainian Lutheran Church has been raised by the gospel of Christ back to life as a confessional, Lutheran church body. Learn more about mission work in Europe at wels.net/europe.



WELS MISSION JOURNEYS

WELS Mission Journeys, the new WELS program for short-term mission trips, provides an opportunity for all WELS members to walk together in the Great Commission. Learn more about how you can get involved at wels.net/missionjourneys.

WELS MISSIONS

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414-256-3237 • wels.net/missions



WORLD MISSIONS

WELS WORLD MISSIONS UPDATE – SPRING 2019

To learn more about WELS Missions, subscribe to the Missions Update e-Newsletter at wels.net/subscribe.

Connecting stateside Spanish speakers with their home countries:

Academia Cristo exists to help Spanish speakers share Jesus and plant churches in Latin America.

The Latin America missions team recently established two new bases of operation to assist in that effort.

Missionaries Nathan Schulte and Philip Strackbein have relocated to Quito, Ecuador, and Latin America Missions

Field Coordinator Mike Hartman

and his family have moved to Miami, Fla. By moving stateside, Hartman hopes to interact with stateside WELS members from Latin America counties and inform them of the opportunities Academia Cristo opens to them in reaching back to family and friends in their country of origin.

Learn more at wels.net/latin-america.



Multi-Language Publications: Multi-Language Publications has produced print items, audio and video resources, and online training resources in more than 52 languages. These resources have reached 11.9 million people with the gospel message, with over 67,000 people actively studying the Word using MLP materials. In 2018, MLP held a translation seminar in Lusaka, Zambia, with representatives from over eight countries in attendance. In 2019, MLP will be hosting a media seminar to continue their collaboration with world mission fields as they identify their media needs and determine the best way to fill those needs. Learn more at wels.net/mlp.



"Grace—Hmong outreach in Vietnam"

Synodwide special campaign: God's grace has opened doors to an unprecedented mission opportunity in communist Vietnam. The Vietnamese government has invited WELS to build a theological training facility in the capital city of Hanoi to train leaders of the Hmong Fellowship Church (HFC) in Lutheran doctrine and practice.

To take full advantage of this incredible mission opportunity, WELS is collecting a special offering called "Grace--Hmong outreach in Vietnam" through June 30, 2019, with the goal of raising \$2 million to fund the land purchase, building construction, and the first two years of operational costs for the theological training facility. Learn more at wels.net/vietnamhmongoutreach.



THANK YOU FOR YOUR SUPPORT!

World Missions is thankful for its budget from Congregational Mission Offerings of \$6,553,000 for fiscal year 2018-2019 as well as special gifts to World Missions.

Special gifts to WELS World Missions have allowed WELS to reach out to more languages, tribes, and people around the world. To offer a special gift or for more information, visit wels.net/give or call 800-827-5482.

WELS MISSIONS

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 **WELS**
Christ's Love, Our Calling.

Home Missions Updates – Spring 2019

2019 Home Mission New Starts and Enhancements

Every spring, the Board for Home Missions (BHM) and the BHM Executive Committee prioritize requests for new missions and ministry enhancements. In 2019, 16 requests were received. Due to declining Congregational Mission Offerings (CMO), fewer designated gifts to Home Missions, and higher than expected funding requests from current home mission churches, the BHM was only able to approve financial support for one new start and one ministry enhancement. Two other new starts were approved with financial support coming from other avenues for the coming two fiscal years. Finally, an existing mission is receiving financial support outside Home Missions and has become an unsubsidized mission.

2019 Home Missions New Starts:

- Houston, Tex. – A dedicated group of core members (pictured) from other WELS churches around Houston are starting their new mission “inside the loop” of Interstate 610. This urban neighborhood is seeing a resurgence in popularity as people are looking to be closer to the city center.



2019 Home Missions – Unsubsidized:

- Folsom, Calif. – St. Mark's, Citrus Heights, is daughtering a new congregation called The Rock Lutheran Church in Folsom, a growing community in the greater Sacramento area. A generous WELS donor has come forward to help support this new mission.
- Wesley Chapel, Fla. – A nearby WELS church is closing, but members are committed to starting a new home mission in this promising community, using the funds made available from the sale of the other church property.
- Killeen, Tex. – A strong core group of members are ready to restart their congregation, with a focus on reaching out to the community and to the military base in their area. Funds from the sale of a WELS congregation in Texas are helping support this mission effort.

2019 Home Missions Enhancement:

- Martin Luther Lutheran Church, Oshkosh, Wis. – For over 35 years, Martin Luther, WELS Campus Ministry, and other local WELS congregations have supported a campus ministry at the Rising Son Ministry Center on the University of Wisconsin-Oshkosh campus. In partnership with Martin Luther financial support, reserve funds have been allocated by the Campus Ministry Committee to help support a third pastor at Martin Luther. The pastor will serve half-time at Martin Luther and half-time at Rising Son Campus Ministry.

Wisconsin Lutheran Seminary graduates assigned to home missions

Six graduates from Wisconsin Lutheran Seminary were assigned on Thursday, May 23, to serve WELS home missions around the United States:

- Bence, Jordan P. - Mission Start in Joplin, MO
- Berger, Benjamin J. - Mission Restart in Harrisburg, PA
- Birner, Benjamin J. - Cross of Christ, Liverpool, NY
- Lambrecht, Adam D. - Living Shepherd, Laramie, WY
- Nemmers, Andrew M. - Mission Start in Houston, TX
- Wilke, Craig T. - Mission Start in Brandon, SD

May God bless these men and their families as they transition to their new roles and reach out with the saving gospel message in their communities!

Home missions dedicate new worship facilities

Eternal Rock Lutheran Church in Castle Rock, CO, dedicated their new worship facility on February 10. This home mission congregation purchased a former auto repair garage and converted it into a worship space with a loan and grants from WELS Church Extension Fund (CEF), a valuable partner of WELS Home Missions.



Pastor Jared Oldenburg gives communion at their new facility



Children from Ascension break ground on their new worship facility in October 2018

Ascension Lutheran Church in Jacksonville, NC, is planning a June 23 dedication service for their new worship and ministry center. Damage from Hurricane Florence forced Ascension to adjust their construction plans, but the home mission congregation is excited to begin worship in their new facility.

WELS Christian Aid and Relief

Summer 2019 update

Our Calling

WELS Christian Aid and Relief serves as our synod's "ministry of compassion," bringing physical relief to victims of natural disasters in the form of cash grants, food, clothing, and medical supplies. Christian Aid and Relief also partners with WELS missionaries to support humanitarian aid projects to help build bridges to proclaim the gospel. The mission of Christian Aid and Relief is drawn from the Scriptural encouragement, **"Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers."** Galatians 6:10 Because of all that Christ has done for us, we are eager to reflect Christ's love and compassion to those in need. We seek to personalize our efforts by conducting careful assessments and distributing our funds through our churches and missions. We bring in volunteers when requested to assist in the recovery effort.



Our Current Situation

Christian Aid and Relief is funded by the special gifts of WELS members. Thank you for your gifts of love!

From July 1, 2017 through June 30, 2018 our total expenditures for relief projects were \$633,056 with \$461,291 designated for domestic relief efforts and \$171,765 for foreign relief efforts. From July 1, 2018 to February 2019 our relief expenditures were \$501,872 total with \$278,332 designated for domestic and \$223,540 for foreign. In addition, \$357,403 was designated for Humanitarian Aid projects for fiscal year 2018-2019 which assist our missionaries in building bridges to proclaim the Gospel.



Our Current Situation continued

Humanitarian Aid Projects

At their June 2018 meeting, WELS Christian Aid and Relief approved \$357,403 for humanitarian aid grants for FY 18-19. These projects help our missionaries reflect Christ's love to people in need, and also open doors to share the Gospel. Major items include health clinics, borehole drilling to provide clean water, support for a women's skill center, home based care for the chronically ill and dying, food assistance to the needy adult literacy classes, food and nutrition to orphans, medical equipment, and health clinics. Grants have increased recently to more home mission congregations especially welcoming new legal immigrants in cross cultural situations.

Home Missions receiving grants this year are:

Las Vegas, NV, Toronto, Canada, Texas, Denver, CO.

World mission fields receiving grants this year are:

Africa – Zambia, Malawi, Nigeria &

Central African Medical Mission

Asia Pacific Rim – Thailand and Indonesia,

Europe – Russia, Albania, Bulgaria, Ukraine

South Asia – Nepal, Pakistan, and India

Latin America – Mexico, Haiti

Apache Mission - AZ



Criteria for humanitarian aid project – A world or home mission project that meets a community need and opens doors to share the Gospel as part of the mission's outreach to their community.



Medical and Financial Emergencies

Our committee also assists local congregations as they reach out to display Christian love and compassion to their members facing natural disaster medical emergencies and financial crisis. Contact our chairman, Pastor Robert Hein (robert.hein@wels.net) to learn more about how we can match or even exceed your local efforts. This includes supporting congregational efforts to provide aid and relief to your community recovering from a natural disaster.

Disaster Relief

Hurricane & Diaster Relief Update:

Christian Aid and Relief personalizes our efforts by working through our congregations and missions in the affected areas. We work through our pastors and synod and congregational leaders to make assessments and distribute aid. We bring in volunteers when requested to assist in the recovery effort. Thank you to our many willing volunteers for your labor of love!

Our Current Situation continued

Disaster Relief

Puerto Rico

Major opportunities to provide relief in the past year centered in Puerto Rico where more than \$300,000 was granted to assist the Confessional Evangelical Lutheran Church of Puerto Rico. Funds and volunteers were provided to rebuild two churches and two parsonages, repair member homes, and offer ministry encouragement and worker training through Rev. Larry Schlomer Sr. Initially, groceries were distributed to families in need and \$5,000 was granted to provide meals for people in the church and community suffering from this disaster. This enabled members of the national church to provide meals for 50 people a day for four weeks. The new church in Humacao was dedicated February 10, 2019.



Texas

Volunteers from neighboring churches helped with initial flood cleanup efforts in several affected areas. Equipment from our relief trailers was put to good use. We were blessed with wonderful volunteers and project coordinators. They repaired a parsonage and church at Christ our Savior, Angleton, Texas; the school at Sienna Plantation Academy; and about 17 member homes in the Friendswood, Texas, area. Volunteers often express what a joy it is to serve Christ by assisting people in their time of need. Special thanks to Builders for Christ volunteers for their excellent reconstruction work. Builders for Christ is a ministry of Kingdom Workers.



Our Current Situation continued

Disaster Relief continued

Florida

Volunteers, with the help of our relief trailers, assisted with the cleanup efforts in several communities affected by hurricanes, most recently Panama City, Florida. Generators and equipment, rental assistance to those displaced from their homes, and financial grants to assist with the cost of repairs and replacement of furnishings were provided. More than 300 volunteers have repaired the Amazing Grace, church and parsonage in Panama City, along with homes in the community. Over forty student volunteers from Martin Luther College also played an active role in the recovery effort.



Antigua, Barbuda and Dominica

Assistance was provided to families displaced from Barbuda, who are staying with members and friends of our WELS mission, St. John, Antigua. Twenty-nine families received \$18,000 in immediate aid so far. Funds were also distributed to assist families in Dominica affected by the hurricane. Assessment of opportunities to rebuild 13 homes in Dominica for families connected to our churches in Antigua and St. Lucia is ongoing.

Mazomanie

Homes in Mazomanie suffered flood damage during the month of August, 2018. Volunteers from St. Andrew, Middleton, Wisconsin and around the state offered their assistance to help those in need with the cleanup effort. Community outreach and assistance, under the direction of Pastor Kelly Huet, continued long after the flood waters receded. Thanksgiving Day meals were delivered and Christian Family Solutions came and made a trauma - crisis presentation to those who suffered loss.



Brownsville

On September 1, 2018, WELS Christian Aid and Relief helped coordinate a relief effort with St. Paul, Brownsville, WI to offer aid to St. Paul's neighbors who suffered damage from several tornadoes that swept through the area. More than 85 WELS members from sister congregations as well as community members joined together to help those in need. Two relief trailers were mobilized to bring in chainsaws, rakes and other tools needed.



A Look Ahead

Annually, Christian Aid and Relief reviews humanitarian aid grant requests forwarded to us from the Board for World Missions and Board for Home Missions. These projects help build bridges for proclaiming the Gospel to the people we serve in our mission fields.

WELS Christian Aid and Relief continues to look for ways to improve its communication to the members of our synod. “Lifeline” videos have been developed so that those who support our work can see firsthand how their gifts are being used. Our Web page www.welsnet/relief continues to offer timely information and a convenient way to donate online for Christian Aid and Relief projects. Members can also find us on Facebook at Christian Aid and Relief. Committee members and volunteers also make presentations to various groups to “tell our stories”, letting WELS members know about the needs and opportunities to help people through Christian Aid and Relief. DVD’s of Lifeline Videos and other written materials and photos are also available upon request. We are partnering with other WELS agencies, such as Kingdom Workers, Wisconsin Lutheran Child and Family Service, and the nurses association to coordinate volunteers to assist in relief efforts when appropriate.

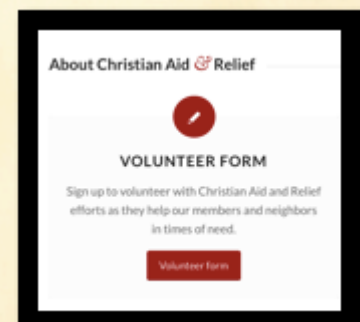


Action Items

- Pray for God to bless our ministry
- Visit wels.net/relief for more information, to view a Lifeline video, or to become a partner of this ministry
- Remember our ministry with special offerings
- Contact us to schedule a presentation for your church, school, or organization
- [Follow us on Facebook](#)
- Sign up to become a WELS Christian Aid & Relief volunteer at wels.net/volunteer
- Donate to WELS Christian Aid & Relief - wels.net/CARgift

Committee Members

Staff Minister Tom Hering, secretary
Rev. Bruce Marggraf
Rev. Richard Warnecke
Mr. Dennis Palmberg
Mrs. Elizabeth Zambo, administrative assistant
Rev. Robert Hein, chairman and reporter (robert.hein@wels.net)



Humanitarian Aid Projects June 2018 – 2019

Christian Aid and Relief continues to partner with the WELS Board for World Missions, Board for Home Missions, WELS Missionaries, and our sister congregations of the Confessional Evangelical Lutheran Conference around the world in funding humanitarian aid projects which reflect Christ's love through acts of kindness to people in need and builds bridges to proclaim the good news of God's love through Jesus. Below is a list of humanitarian aid projects for FY 2018-19 totaling \$357,403. We praise God for all those who helped to fund these projects through their special gifts!

Albania

Christian Aid and Relief provides funding for Christmas and Easter food baskets for needy individuals in their congregation and in their neighborhoods. Invitations and information about the congregation are shared with the recipients of the baskets.



Bulgaria

Funding has been granted to provide packages with food products, along with Christian books and brochures, for visitors to major festival worship services. With the Lord's blessing this will help build bridges to share the gospel with more people and to maintain connections for ongoing ministry contact.

CAMM – Central African Medical Missions

The Central African Medical Missions in Malawi and Zambia receive funding from Christian Aid and Relief for medical supplies and nutritional supplements for infants. CAMM currently provides medical care at four clinics which also serve as LCCA churches. These humanitarian efforts help serve as a bridge for proclaiming the gospel.

India

Medical aid to India has been approved to provide supplies for government and private hospitals and health clinics. This includes basic necessities such as blood pressure cuffs and thermometers, hospital beds, baby warmers, and more sophisticated equipment such as an instrument to test for glaucoma. Funds have also been granted for the digging of approximately 20 fresh water wells. As with most of the humanitarian work in India, these projects may not open new doors directly for gospel “bridge building,” but they will help to ensure that the doors to India will remain open for WELS counselors living and working there. These kinds of projects are necessary for our presence in India to continue; it is excellent and necessary PR with the local medical community, government officials, and other influential people.

Humanitarian Aid Projects June 2018 – 2019 continued

Indonesia

Funding has been granted to assist congregations in Indonesia to hand out staple food items to needy households in their neighborhoods. In some cases, books and school supplies will be given to needy children. The hope and prayer is that caring and sharing will provide a bridge with these people by letting them know the location of the source of the aid and by strengthening the churches' reputation and communication among their neighbors.

Malawi

Funding by WELS Christian Aid and Relief for boreholes dug in Mayaka and Nagome are now functional for the people in these villages for drinking, cooking and cleaning. These two wells open the door for the gospel message to be shared by allowing permanent churches to be built. A vicar will be called with the well nearby to supply water for his family. Vacation Bible school and other programs can now be held knowing that there will be water for the children to drink. Water is such a basic human need and without it there is no life. What a blessing to be able to provide water and at the same time provide the living gospel message for the people of Malawi to drink so they may enjoy eternal life!



Mexico

Funding for the Costa Maya Ministries Education Center allows the mission in Mahahual to provide a place where the locals can come to hear the Word of God, receive a weekly meal and participate in Bible studies and other outreach opportunities.

Nigeria

Funds have been granted to Nigeria to help in the distribution of health care for people in great need, many of which are not members of the local church. The ability to offer care and provide humanitarian aid to Nigeria's unchurched will serve as a bridge for Christ the King and All Saints Lutheran Churches of Nigeria to invite villagers to church to hear the gospel. Funds will also be used to help offer pharmacy services and health education in rural areas demonstrating the loving care of Lutheran Christians. Aid will provide support for church members to visit rehab centers, hospitals, prisons, orphanages and health centers and to assist widows, widowers, and people with special needs.

Humanitarian Aid Projects June 2018 – 2019 *continued*

Nepal

Aid supplied to Nepal provides funding for health clinics. At each clinic, workers minister to the physical and spiritual needs of those who receive care. Christian literature is distributed. Clinic often lead to the formation of a Bible study group, and eventually have developed into local churches. Aid is provided to reach out to women in rural and remote areas to offer activities and sessions to improve basic skills. Offering these skills provides opportunities to share the gospel. Aid also provides textbooks for higher secondary level students in several districts in the Himalayan area near the Tibetan border. This opens doors for sharing the gospel in these areas and helps to train future leaders and teachers of the Christian church. Funds have also been granted to provide mosquito nets for victims of local flooding. These nets will protect people from mosquito-borne illnesses and even from snake bites. Providing these nets will provide opportunities to share the love and the hope they have through Christ.

Pakistan

In Pakistan, funding has been granted to provide medical care for many families and assist with crippling debt. The kindness shown to those in desperate need opens doors to share the good news of the Great Physician of both body and soul. Funding has also been granted to train women in basic skills like knitting, stitching, and embroidery. Each session begins and ends with a gospel devotion. By learning these skills, women can then support themselves and be spared ill treatment in the public market place and work safely from home to receive income to support their families as well as mission work in Pakistan. Funding has been provided to help toward the cost of medical procedures needed by many families without the means to pay. This kindness shown to folks in desperate life and death situations provides opportunities to share the best news of a Savior. Aid has also been granted for food distribution at Christmas and Easter in neighborhoods bordering Christian homes and schools.

Russia

Funding has been granted to Russia to provide food, clothing, hygiene items, school supplies, and medicine for the needy. These gifts will allow for the Law-Gospel pamphlets to be distributed and to invite people to Bible instruction classes. This will let the workers' light shine in the area and grow their reputation of helping those in need. Aid has also been granted to assist institutions such as hospitals, rehab centers, orphanages, and half-way houses. The government values this work and presence, which is very important as it opens the doors for Bible classes and Christian counseling. Through this ministry, Christian literature is left in public schools, rehab centers, and other institutions. These efforts provide additional connections to the local congregations as they reach out to the villages.

Thailand

We continue to support the efforts of medically trained volunteers who travel to Thailand to set up week long medical clinics in our village churches. As these clinics draw people from both local and neighboring villages, they provide the missionaries and other workers with a unique bridge for presenting the gospel and for creating good-will presence for our churches through such care and service. Eye glasses and hearing amplifiers are two of the many gifts that are shared with the people. These gifts not only open their eyes and ears to the world around them, but open their hearts to a clearer understanding of the love that Jesus has for them through the witnessing of the unconditional love of those providing for their needs. VBS and ELS classes are offered and follow up contacts are made after the classes conclude.

Humanitarian Aid Projects June 2018 – 2019 *continued*

Ukraine

Funding has been granted to provide food assistance for war refugees and help for orphans. This assistance serves as a good Christian witness to many people and shows the love of God to many in great need. It also provides for the opportunity to share the love of God to those who join in worship.

Zambia

Christian Aid and Relief provides funding for home-based care that bridges the physical and spiritual care of the chronically ill and dying. This grant will help prepare the Christians in this ministry to better meet the needs of the community through acts of sharing God's gracious gift of salvation as they help those with AIDS, TB, Malaria, and other chronic and terminal illnesses. Funds have also been granted to support a literacy program. A person who is able to read and write is well positioned to do God's work more efficiently, especially where evangelism is concerned. The Central African Medical Mission in Zambia receives funding for medical supplies and medicines that help support the mission of communicating Christ's love and sharing caring concern for the physical needs of others. Another project will help touch the lives of people with special needs by providing wheelchairs, showing them the passion, love and mercy that Christ has for all people. This work of compassion is performed so the gospel may reach those in need.

Las Vegas, Nevada

In the Las Vegas, NV, area funding has been granted to assist in African refugee/immigrant Outreach. As new African immigrants arrive in this area, congregation members can welcome them, provide a welcome gift (cooking pots, dinnerware, toiletries, soap...), assist them in getting settled into the community, help with English needs, provide rides, and further assist with counseling, ESL training, etc. The intent of this ministry is to assist the refugee immigrants as they transition to life in America, using this opportunity to proclaim to them the gospel of Jesus through personal witness, worship services and Bible classes.

Texas

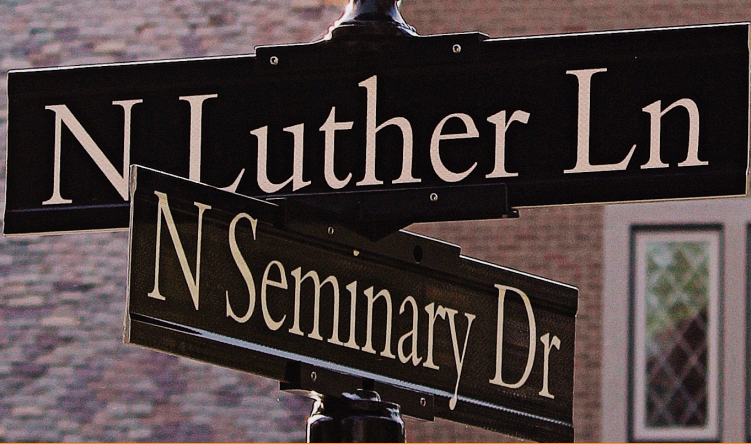
Congregations in several Texas communities have created outreach events that assist underprivileged families of school age children with much needed school supplies. In conjunction with backpacks and the supplies that are given to the children, Bible stories and videos are shared. Food for all is always part of the days' event, along with games and prizes for the kids. Parents receive information about the church and the programs that are offered throughout the year. Through this effort the congregations seek to encourage families to become a part of their church family and join in Christian fellowship and worship on a regular basis.

Toronto

Funds have been granted to Hope Lutheran Church in Toronto, Ontario, as they coordinate a Welcome Project. This project enables the congregation to provide valuable humanitarian assistance to newcomers to their area. The assistance can take the form of food, rental help, and guidance with other matters pertaining to their transition into the area. This project helps Hope Lutheran show Christ's love to new refugees.

God our Savior wants all people to be saved and to come to a knowledge of the truth.

1 Timothy 2: 3,4



SPRING 2019

WISCONSIN LUTHERAN SEMINARY SPOTLIGHT

PAGELS ACCEPTS CALL

Pastor Steven Pagels has accepted the call to be the next professor of Systematic Theology and Christian Education.

A 1999 graduate of Wisconsin Lutheran Seminary, he was assigned to St. John, Wauwatosa, Wis., where he served as the outreach pastor. In 2012, he took a call to St. Matthew's, Oconomowoc, Wis. He serves on the national board of Christian Life Resources and has consulted with congregations working with the WELS Commission on Congregational Counseling.

He and his wife, Shannon, have two daughters, Claire and Greta.



CALENDAR OF EVENTS

March 9-17: Spring Break

April 18-23: Easter Break

April 28: Legacy Society Dinner

April 28: Bethel Balge Piano Recital

May 4: Seminary Scurry

May 17: No school

May 23: Call Day and Graduation Concert

May 24: Graduation

MISSION AND MINISTRY HELD

From February 5-7, students at Wisconsin Lutheran Seminary participated in Mission & Ministry, an annual three-day event organized by the students. Under the theme "Work for the Harvest," each day featured a worship service, keynote address, and an update from WELS administration. In addition, to give these future pastors a cross-section of experiences they may face in ministry, twenty-four breakout sessions were offered in specific topics. These sessions included discussions on personal evangelism, cultivating a caring congregation, urban ministry, planting churches in rural areas, 125 years of ministry to the Apaches, and mission opportunities in Africa, Latin America, and Vietnam.

Also, to see what synodical resources are available to congregations, WELS organizations set up displays to share information about their work in God's kingdom.

"Mission and Ministry refocuses us. It takes us away from our daily routine and reminds us why we study every day. The stories presenters share give us a glimpse of what it will be like to work together with them in God's harvest field," says Senior Andrew Nemmers, one of the event organizers. "Especially in the middle of a long winter, it's always helpful to have that reminder that there is a light at the end of the long tunnel of training for pastoral ministry."



PASTORAL STUDIES INSTITUTE UPDATE

JOSHUA BAION: My name is Joshua Henry Baion, servant of the Lord, Pastor of Community Deliverance Church. I was born in Tanahun, Kailahun district of Sierra Leone, West Africa. I moved to the States in 1991 and was called into ministry in 1994. I attended the Evangelical Training Seminary and was ordained in June of 2008.

My mother came from a Methodist and Pentecostal background. She taught me the Word of God. She passed away almost two years ago. Shortly after, my sisters decided they were older and would lead the church even though I had been called upon to lead.

This brought confusion in the church that led to a split. With no place to worship, my wife and two other members went with me to the Eagan Civic Arena, where we were secured one of their halls for weekly worship.

After several months, we sought a more suitable place for worship. In the winter of 2017, we were driving down the road, and saw the sign for Crown of Life. We went into the building to speak with the pastor. Pastor Pudlo was very gracious. We explained our mission and our desire to possibly worship in their facility. He rightly told me that sharing the facility was not a matter of money, but about having a shared belief about our Savior.

We went through a Bible Information Course to make sure our beliefs were in line with Crown of Life. After finishing the course, we were welcomed by him, the elders, and the congregation with open arms. We also began the PSI courses. We have covered the courses on Interpretation, the Gospels, and are now working through Luther's Catechism. It has been a great blessing.

REV. ZACHARY PUDLO: Josh came to us in 2017 looking for a place for his church to worship. From the moment we met, our goal was



to make sure we agree on God's Word. I think we both have appreciated our time together in the Word of God and growing closer to the Lord and together as fellow servants in his kingdom.

I try to manage my hopes for our partnership with Pastor Baion and Community Deliverance Church. I know he has a better opportunity to reach the growing multiethnic community in Eagan. Maybe the Lord will bless our efforts to share Christ in our immediate community. Or maybe the Lord will bless our efforts as we explore opportunities to bring the gospel back to Sierra Leone. My hopes are to be prepared to go wherever the Lord will lead us.

Being a PSI mentor has been a blessing. The preparation needed to teach courses has given me the opportunity to review the information from my formal time in school. It has been a blessing for my congregation to see Pastor Baion and his members and to get to know their story. The elders and church council have a vested interest in Community Deliverance Church and want to know how they can help this partnership progress. Admittedly, being committed to the PSI program takes time and energy, but it's all worth it. I would never have imagined this going as smoothly as it has, but the Lord has paved a way for us. I can't wait to see how he will bless his kingdom through it.

GROW IN GRACE

PARTNERING WITH PASTORS

Pastors tend to keep a full schedule, so opportunities for growing together with others can be limited. That's why Grow in Grace, in addition to our courses and retreats and mentoring that help pastors learn from one another, also offers pastors a variety of tools pastors can use individually to grow spiritually and professionally in the midst of their busy lives. Here are two popular tools.

SHEPHERDS STUDY: The Shepherds Study is a bi-monthly book review written by pastors for pastors. The book reviews are designed to expand on the ideas and resources for pastors by providing simple summaries of books in each of the four theological disciplines. If you are unfamiliar with this great resource, we encourage you to check out the newest review on *The Commentators Bible: Deuteronomy* written by Pastor Souksamay Phetsanghane. Read all book reviews at: wls.wels.net/grow-in-grace/shepherds-study.

FOUR BRANCHES REVIEW: As one of the newer resources, the Four Branches Review is quickly becoming one of our most popular. This monthly publication is sent to pastors via e-mail to encourage personal continuing education for pastors with small "starting points" in each of the four traditional branches of theology. If you would like to receive this monthly review, please contact us at growingrace@wls.wels.net.



ENROLLMENT

188 Preseminary
532 Education
10 Other



730 Undergraduate Total

507 Graduate and Continuing Education

1237 Total

MIDYEAR GRADUATION

13 Graduates



BSE: ECE – 2, EL ED – 6, SEC ED – 2, K-12 PE – 1, EL ED/SEC ED – 1
BS: STAFF MIN – 1

FROM THE PRESIDENT

President Mark Zarling's address to the December graduates

You are part of a corps of Christian witnesses to the world. All of you, living sermons of the grace and power of Jesus in your life. Some of you already are called to gospel ministry, others are yet to be called. Some go forth as salt and light in different vocations. Yet all of you are on a rescue mission, as was the Christ. You go as ones proclaiming that his sin payment is sufficient for every soul. You go to tell others, "Look nowhere else for peace. Look nowhere else for a relationship with a holy God. Look only to Jesus." You go forth knowing that the Father sees you, smiles upon your labors, and strengthens you to teach the victory. He grants you his eternal counsel in his Word. The task of teaching the Messiah is never easy. The task of living for the Messiah is challenging. Yet, as the Messiah before you, you confess that you do not go alone. The Savior God will pour out wisdom from his Word, strength and contentment through the means of grace. You go in the name of the Messiah, whose first coming we celebrate, whose coming into our hearts we pray for, and whose final coming we eagerly anticipate.



EQUIPPING CHRISTIAN WITNESSES

District Coordinators – **45** in all 12 districts

Congregational Liaisons – in place by April

Recruitment:

Pray – for the ministry of WELS, specifically the training of gospel proclaimers

Promote – MLC within your congregation so all are aware of our work

Encourage – young people you know to consider the public ministry

Financial aid:

Congregational Partner Grant Program will be the focus for ECW financial aid.

Currently:

Churches participating – **235**

Students assisted – **457**

Matching funds provided – **\$375,430**

Facilities:

Focus on student housing – Building a new residence hall to provide for the changing needs of a changing student body, and allow for the renovation of existing residence halls over time.

DAYLIGHT

Summer 2018 – **38** churches served by **92** students

Panama City FL relief work (*pictured*) – **5** teams totaling **30+** students helped WELS and other community members with storm damage.

Easter 2019 – Teams serving True North Campus Ministry-Minneapolis, Queens NY, and College Station TX

MLC students are anxious to work with your congregation or school with outreach, camps, relief work, and other ministry-related assistance. Email Campus Pastor John Boeder at boederjc@mlc-wels.edu with your requests. We would love to help you!



SPRING COLLEGE CHOIR TOUR

February 28 – March 10

The MLC College Choir looks forward to sharing God's Word in song in the Midwest this spring under the theme "Wisdom from Heaven." Concerts are planned for Wisconsin, Michigan, Ohio, and Indiana. Please plan to attend a concert near you, or follow the choir on Facebook to see videos from the concerts and stories from the students.

Visit mlc-wels.edu/go/choir-tour for more information.



GRADUATE STUDIES/ CONTINUING EDUCATION

21st Century Lutheran Principal Program

MLC is working jointly with the Commission on Lutheran Schools (CLS) to fully prepare experienced teachers to be Lutheran school principals. Cohorts of vetted candidates participate in 3 years of training, which includes a 50% tuition scholarship to complete an MS-Educational Administration through MLC.

Two cohorts are being trained, with the first cohort eligible for calls next year. Cohort member Justin Krause states, "Through this high-quality, professional cohort, I have gained the confidence needed to one day, God-willing, be the leader of a school!"

A third cohort is being organized right now. Please refer recommendations to Jim Rademan at the CLS.

The new paradigm to principal recruitment and preparation involves the following:

1. Identify an experienced teacher with gifts for leadership.
2. Fully train the teacher according to the WELS Principal Standards.
3. Once completed, call that teacher to a school that provides at least the minimum levels of time and compensation.



Promote and celebrate ministerial education by hosting an MLC Day in your congregation!

Anytime between now and May 1:

Photograph your school, class, or faculty creating an MLC greeting.

Videotape an MLC shout-out, song, or skit.

Write a prayer for our students and staff.

Share all of these with us by email or Facebook.

Gather an offering for your College of Ministry. Your gifts on MLC Day will help fund the Congregational Partner Grant Matching Fund, directly supporting MLC students.

Find more ideas at mlcday.com.

On MLC Day, May 1, we'll have a grand unveiling of all the schools' and congregations' prayers, posts, shout-outs, and songs!

If you have any questions related to this report, or other matters related to our ministry, contact us at mlcinfo@mlc-wels.edu

Martin Luther College • 1995 Luther Court, New Ulm MN 56073 • 507.354.8221 • mlc-wels.edu

SUMMER COURSES FOR PASTORS

MARTIN LUTHER COLLEGE CAMPUS

HEB9002 HEBREW REVIEW

JULY 8-12, 2019



*Course begins Monday 8 am
with dismissal Friday at noon.*

1 Credit

Instructor: Pastor Dan Witte
danwitte@gmail.com

The Summer Hebrew Review is designed for busy parish pastors who desire to regain and enhance their skills for working in the original language of the Old Testament. It will also benefit students in the WELS worker training system whose studies have been interrupted and who now intend to continue their theological training.

This refresher course will include 14 brief lectures that will begin with Hebrew alphabet itself and the rules for oral reading of Hebrew, and will eventually include every element of basic Hebrew grammar and syntax, with special emphasis on the Hebrew verb. Along the way, students will translate excerpts from the Bible that are rich in Christological and pastoral significance. They will be equipped to explore the sacred text with increasing detail and depth as the week progresses.

For your convenience, the Hebrew courses are scheduled so you can take one or both.

HEB9001 HEBREW INSTITUTE

JULY 15-19, 2019



*Course begins Monday 8 am
with dismissal Friday at noon.*

1 Credit

Instructor: Professor Thomas Nass
nasstp@mlc-wels.edu

The Summer Hebrew Institute is an upper-level course in biblical Hebrew for pastors with a strong interest and ability in Hebrew.

The heart of the course will be the rapid reading of 1 Samuel 17-31 in Hebrew—about 30 pages. In these chapters, we will enjoy the lengthy account of David's victory over Goliath and the recurring demonstrations of David's friendship with Jonathan. We will also contemplate the decline and death of Saul, including his visit to the medium at Endor.

We will see Hebrew with a higher-than-average number of textual difficulties and variant readings. In addition, each participant will be introduced to an upper-level Hebrew research tool or teaching tool with which he was not previously acquainted.

GER9001 GERMAN INSTITUTE

JULY 15-19, 2019



Course begins Monday 8 am with dismissal Friday at noon.

1 Credit

Instructor: Professor James Danell
danelljc@mlc-wels.edu

The Summer German Institute is an upper-level course in theological German for pastors with a strong interest and ability in German. Students will improve their ability to read theological German for content, increase their theological German vocabulary, locate online digitized texts by confessional Lutheran theologians, and read older German by utilizing online dictionaries.

We will read from some of the writings of J.P. Koehler, a unique WELS theologian. In addition to excerpts from his seminal essay, *Gesetzlich Wesen unter uns*, we will read parts of his essay *die Heiligung geschieht nicht mit Hurra*, which has much to say about biblical leadership. As time allows, other possible readings include *das lutherische Lied*, in which Koehler shares some thoughts on music appropriate for Lutheran worship, *Materialismus und Christentum*, in which Koehler shares his view of church history, as well as a couple of his opening addresses to students as president of the seminary such as *das zusammenhängende Studium der Heiligen Schrift* and *Theologisches Sprachstudium*.

For questions about the courses, please contact the instructor.

Please direct all other questions to continunged@mlc-wels.edu / 507.233.9139.

PROGRAMS FOR YOU AND YOUR LAY MEMBERS

WELS Evangelism Certificate – *Always Be Prepared to Give an Answer*

The WELS Commission on Evangelism offers evangelism courses through the Martin Luther College continuing education program. These online evangelism courses are designed and intended for lay members and called workers to help them . . .

- lead their congregations with planning and implementing efforts to reach more people with the gospel, and
- grow in the understanding, ability, and confidence for personal evangelism.

Each course provides the biblical foundation for evangelism and ministry resources for training and encouraging participants.

Upon successful completion of all three online evangelism courses, individuals are eligible to apply for an Evangelism Certificate. However, the courses may be taken by those not pursuing the certificate, only choosing courses(s) according to their interest.



Upcoming Course Offerings

THE9102 Practical Evangelism	Summer 2019
THE9103 Friendship Evangelism	Fall 2019
THE9102 Practical Evangelism	Spring 2020

Courses do not need to be taken in any particular order. They are offered on a rotating schedule, so if you miss one, it will be offered again the next year.

*For more information contact the
Office of Continuing Education at 507.233.9139.*

WELS Chaplain Certificate – *Share the Love of Christ with Others*

There is a growing need to share the love of Christ with people who are experiencing special life situations, including but not limited to those who are serving in the military or confined to hospitals, correctional facilities, and/or other private and public residences. WELS called workers and lay workers are increasingly drawn to participate in such ministries.

As these opportunities for gospel ministry increase, those specializing in this ministry are required to be better trained and to carry qualifying credentials, certificates, and

appropriate degrees for various forms of chaplain care. The WELS Chaplain Certificate has been designed and implemented to prepare and qualify pastors and lay workers for these specialized ministries.



Upcoming Course Offerings

FALL 2020

THE9520 Communicating Forgiveness
THE9523 Ministry to the Incarcerated and Their Families
THE9525 Geriatric and Care Facility Ministry

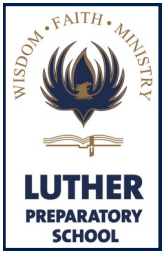
SPRING 2021

THE9522 Chaplaincy Issues and Fieldwork
THE9524 Frontline Chaplaincy

Courses do not need to be taken in any particular order. They are offered on a rotating schedule.

For more information contact the Office of Continuing Education at 507.233.9139.

LUTHER PREP SCHOOL



Summer 2019



Here is the Luther Preparatory School Class of 2019. Their achievement was commemorated with a service of thanksgiving in the Luther Prep gymnasium on May 25.

A Message from the President

Year after year after year, without fail, Luther Prep seniors consistently say their greatest treasures from their time at Luther Prep have been being surrounded by the Word and living among brothers and sisters in Christ who share the same faith in the Word. It permeates our campus. We thank God for parents, guardians, pastors, teachers, and congregational members who laid such a fine foundation for our students. This Word and the communion of saints springing from the Word fulfill Luther Prep's ministerial purpose. Thank you, Jesus.

We congratulate our seniors pictured above. We rejoice that once again more than 60% will continue their preparations for ministry at MLC next fall. We are grateful for the others who considered ministry while here, and are confident they will walk shoulder to shoulder with our pastors and teachers in their service to Christ and his Church.

Matthew A. Crass

Matthew Crass
LPS President



Faculty Changes



Matt & Brooke Prost



Sheryl Ertl and Linda Moeller

At the end of the school year we said goodbye to Prof. Matt and Brooke Prost. Matt will be serving as Dean of Students at Divine Savior Lutheran Academy in Doral, FL.

Faithful Servants

Mrs. Sheryl Ertl has retired as our art instructor for more than 24 years and Linda Moeller can be seen passing the baton as she is semi-retiring from the LPS band program. We were blessed to have them serve at LPS.

LPS Summer 2019 Update

Spring Sports



Prep Summer 2019

June

- 7-9 Father-Son Overnight Basketball Camp (2)
- 9-15 Boys Overnight Basketball Camps (2)
- 16-22 Girls Overnight Basketball Camps (2)
- 18-20 Tennis Day Camps Tues-Thurs (2)
- 25-27
- 22-23 Parent-Daughter Overnight Basketball Camp
- 24-27 Little Hoopsters Basketball Day Camp

July

- 7-13 Girls Overnight Volleyball Camps (2)
- 15-17 Little Volleyballers Day Camp (2)
- 18-20 WELS Women's Ministry Conference
- 27 Football Day Camp

August

- 16-17 Registration
- 18 Opening Service at 1:30pm
- 19 Classes Begin



Unpredictability

is perhaps the most defining trait when it comes to spring sports weather. Temperatures can fluctuate 30 or 40 degrees within a matter of days.

Flexibility is the key factor when the athletic directors work together to reschedule many match-ups.



Contact us - 1300 Western Avenue, Watertown, WI 53094 • Phone (920) 261-4352 • On the Web: lps.wels.net
Recruitment Director, Rev. Evan Chartrand (920) 262-8101 • Donor & Alumni Relations, Sue Boulden (920) 262-8104



SUMMER 2019

Go into all the world and preach the good news to all creation.
Mark 16:15

STUDENTS RECEIVE ACADEMIC AWARDS

The Tri-Valley Conference (TVC) to which MLS belongs is most known to parents as an athletic conference. But a major emphasis of the TVC is also on academics. This is the reason awards are regularly given to schools for their scholar-athletes. Another award given by the TVC each year is a purely academic honor. It is given to the top three students at each TVC school based on GPA scores and ACT scores. This year three MLS students were honored and received their awards at a banquet at Saginaw Valley State University on Wednesday, April 24. The three students from MLS were Jochanan Satriabudi, Evan Korthals and Logan Schultz. Congratulations to these top students!



EASTER CANVASSING

On April 1, our students had the opportunity to be missionaries in their own backyard! St. Paul's, Saginaw kicked off their evangelism efforts for Easter, and they wanted help to make as big an impact as possible. Pastor Julius Buelow led a short Saginaw outreach "workshop" during a pizza dinner, then about 50 MLS students hit the streets to hand out over 2000 Easter invitation flyers. Afterwards, they all regrouped and talked about their experiences over bowls of ice cream. "I loved seeing how excited the students were to support our ministry and invite people to learn about what the resurrection means for them. Our congregation was very grateful for the help!", said Pastor Buelow.



A MESSAGE FROM THE PRESIDENT



What does ministry look like? You probably think of pastors preaching and teachers teaching. You think of bedside devotions and evangelism calls, lesson plans and correcting. If you were to observe our faculty and students this summer, what you would see would not typically rise to the top of your list of ministry sights. But I would propose to you that the summer ministry opportunities are a vital part of the education ministry that we do here at MLS.

Over the two summer months of June and July, over 25% of our student body and 33% of our faculty will be in congregations across North America participating in a program called Project Titus. Project Titus provides our students age-appropriate ministry experiences in mission-minded congregations to give them hands-on experience in ministry. Many have identified this program as one of the most important factors that aided in their decision to become a pastor, teacher or staff minister.

Seven groups of teens and chaperones will visit congregations in a variety of settings to assist with youth and outreach ministries in their communities. This year the communities include Living Savior, Asheville, NC; Saving Grace, Mobile, AL; Messiah, Johns Creek, GA; Palabra de Vida, Detroit, MI; Hope, Ontario, Canada; Camp Shiloh, TX; and Camp Chi-Rho, MD. Vital ministry happens during these trips as our students canvass neighborhoods and assist in a variety of camps including soccer camps, science camps, fine arts camps, and summer camps. One camp will even encourage students to utilize their classroom Spanish skills in a multicultural outreach setting. They will be worked hard, but they will be shining examples as they hone the skills needed to be the future leaders in our churches and schools.

Not every one of those students will return from a Project Titus trip convinced that they will be a pastor or teacher, but each one will have had an experience that will benefit them in their future congregations. Please pray for their safe travels and that they may treasure this ministry experience as they seek to serve their Savior in their lives.

If you would like to make a gift to support the Project Titus ministry, you may scan the QR code below with your smart device or call our Administration Office (989-793-1010). Thanks for your prayers and support!

Loving and serving Him,

Rev. Mark Luetzow, *President*



Scan To Give

SUMMER EXCITEMENT

While the halls around campus are much less busy and much less noisy, there is still plenty going on during the summer months at MLS!



Besides traveling on Project Titus trips many of our students will also be helping run our summer camps. Our camps emphasize teaching fundamentals, skills, and knowledge in a positive, Christian setting. The camp directors see this as an opportunity to use the beautiful facilities of Michigan Lutheran Seminary to work with our synod's youth. Staffs are made up of members of the MLS faculty and staff, who are assisted by

MLS alumni and current MLS students.



We will see hundreds of LES students attending one of our camps! This is a great opportunity for them to become more familiar with campus, use the same facilities as our students, and sometimes dine and sleep here! Many of our students say their first experience at MLS was a summer camp.

MLS offers a variety of camps designed for both the beginners and the advanced. For more information, visit www.mlsem.org/summercamps.



- June 16-19 - Boys' Basketball (Grades 5-9)*
- June 19-21 - Boys' Football (Grades 7-9)*
- June 20-21 - Fine Arts (Grades 2-6)*
- June 21-22 - Father/Son Football (Grades 4-6)*
- June 23-24 - Girls' Volleyball (Grades 6-9)*
- June 24-27 - Girls' Basketball (Grades 5-9)*



*2019-20 school year

FACULTY CHANGES FOR 2019-20

At the end of this school year, we will saying good bye to a few people who have helped provide encouragement and instruction to many on our campus. Piano instructor **Kelly Schoch** will be moving to the north side of Grayling this summer after her husband was able to secure employment in that area. She has taught piano lessons for the last 8 years. Tutors **Alyssa Maertz** and **Liz Jeske** will also be completing their service on our campus after two and three years respectively. We eagerly look forward to seeing the plans that the Lord has for them. Thank you, ladies, for your faithful service to the MLS Family.



Schoch



Maertz



Jeske

Next year we will also see some familiar faces in new roles. **Megan Plocher**, the wife of tutor **Micah Plocher**, has accepted a call to serve as a tutor. Instructor **Katherine Van Alstine** has been reassigned to MLS as a tutor as well. We are excited to have them and ask for God's blessings in their new roles. We are also anticipating the assignment of a tutor from Wisconsin Lutheran Seminary.



Plocher



Van Alstine



WELS
Christ's Love, Our Calling.

MICHIGAN LUTHERAN SEMINARY

2777 Hardin Street
Saginaw, MI 48602
Phone: 989.793.1010
Fax: 989.793.4213

I thank God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now.

Philippians 1:3-5

Walking together, supporting ministry



WELS Benefit Plans
Annual Report 2018

MISSION VISION

Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up.

(Ecclesiastes 4:9-10)

Working together is one of the fundamental principles of our church and our ministry. Just as we work to support those in our communities, so we should work together to support one another. For more than 50 years, our church body has joined together to provide health care and retirement benefits to the families of workers at WELS sponsoring organizations.

As Solomon wrote in the book of Ecclesiastes, “if either of them falls down, one can help the other up.” Through the WELS Benefit Plans, we are able to support each other’s health and financial wellbeing, so we are better prepared to serve the Lord in carrying out his mission work.

In essence, we **work together** to **walk together**.

“

*Working with congregations and schools throughout our district—
both in major metropolitan areas and in rural settings—
I've seen the great blessing WELS VEBA is to calling bodies
and called workers alike. Calling bodies who offer this benefit honor
those who serve them by providing affordable, high quality health
care options. This brings peace of mind that allows the called worker
to focus attention and energy where it belongs: to serving people
in and with the Gospel.*

WELS VEBA also bring blessings when it comes time to issue divine calls.
A consistent benefit offered across WELS means that called workers can deliberate
and accept calls without a concern that a different insurance plan will bring financial
hardship. WELS VEBA coverage follows the worker and continues without interruption.
I'm grateful for the blessings WELS VEBA has brought to so many families and
congregations in our church body.

Pastor Philip Hirsch | District President of the Nebraska District

”

Dear Partners in Ministry,

The WELS Benefit Plans exist to support WELS ministry efforts by providing quality benefits to workers and their families at contribution rates that are stable over time and as low as reasonably possible. This allows workers to focus on ministry and helps calling bodies to preserve vital assets for their ministry efforts.

Although 2018 was a relatively volatile period for financial markets and the U.S. health insurance industry, we are pleased to report that 2018 yielded another year of stability for participants of the Benefit Plans.

- The **VEBA Plan** rates increased by 6% and 2% for 2018 and 2019, respectively, which are below the national average in each year for employer-sponsored group health plans. The Lord blessed the Plan with lower than expected medical claims costs in 2018, which helped to offset the financial markets that turned sharply down during the last three months of the year. The Plan has maintained stable membership over the past five years, with the number of calling bodies participating in the Plan greater than **80%**.
- The **Pension Plan** pays more than **\$14 million** in benefits to 2,450 retired workers and surviving spouses each year. Plan benefits earned by participants do not vary with short-term results in financial markets. Although the financial markets turned sharply down during the last three months of 2018, the contributions paid to the Plan by calling bodies have kept the Plan in a solid financial position to meet current benefit obligations.

- The **Shepherd Plan** continues to grow in both participation and assets. More than 2,300 participants have invested \$124 million of their retirement savings in the Plan. This strong growth has resulted in a cumulative **decrease of 15.7%** in administration fees during 2017-18.

In 2018, Benefit Plans launched a new website with content dedicated to supporting calling bodies in their administration of the Benefit Plans at a local level. The website is available at: **resources.welsbpo.net**. We invite you to visit this site regularly as timely content will be highlighted throughout the year.

As fiduciaries of the Benefit Plans, the WELS VEBA and Retirement Program Commissions along with Benefit Plans staff understand the importance of being good stewards of the assets entrusted in our care. Plan operations are designed for efficiency, maximizing the assets available for benefits and keeping contribution

rates low. In 2018, 93 cents of every WELS VEBA contribution dollar were used to pay for current member benefits or to invest for future member benefits, and 98 cents of every WELS Pension Plan contribution dollar were used to pay for benefits for current retirees or to invest for the benefit of future retirees.

The Benefit Plans are portable across all WELS sponsoring organizations in the U.S., allowing workers to continue their benefits wherever the Lord calls them to serve. It is comforting to know that our synod walks together not only in ministry but also by taking care of our workers' health and financial wellbeing through the WELS Benefit Plans.

It is truly a blessing that our synod sponsors Benefit Plans that are comprehensive for workers, cost-effective for organizations, and consistent with God's Word.

We thank you for your continued confidence in the WELS Benefit Plans.

“2018 yielded another year of stability for participants of the Benefit Plans.”



Mr. Richard Hudock

Chairman
WELS VEBA Commission



Mr. Robert Fischer

Chairman
WELS Retirement
Program Commission



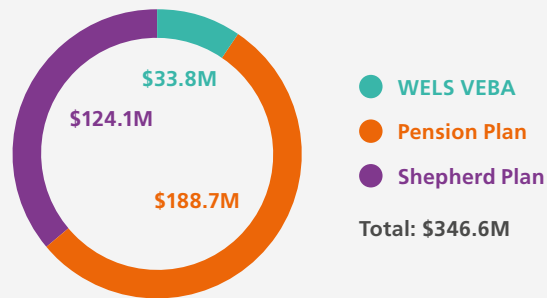
Mr. Joshua Peterman

Director
WELS Benefit Plans

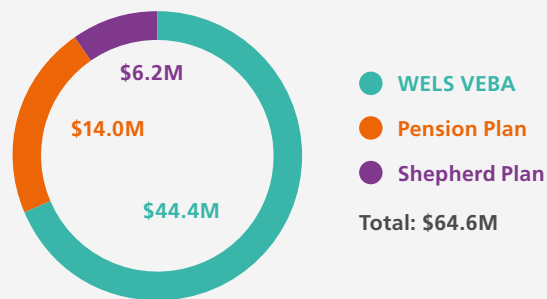
WELS Benefit Plans Office

WELS Benefit Plans by numbers:

Net assets available for benefits as of 12/31/2018



Benefits paid on behalf of participants in 2018



AN OVERVIEW

The WELS Benefit Plans Office serves WELS and ELS workers, their family members and their calling/hiring bodies through the administration of the WELS VEBA Group Health Care Plan (WELS VEBA), the WELS Pension Plan and the WELS Shepherd Plan. Collectively, these plans are known as the “**WELS Benefit Plans**”.

The WELS Benefit Plans were formed by WELS to ensure that workers and their families have access to quality health and retirement benefits regardless of where the Lord calls them to serve. By grouping together covered workers under the WELS Benefit Plans, cost efficiencies are obtained and sponsoring organizations don't have to worry about maintaining their own health and retirement benefit plans at a local level.

The *WELS VEBA Commission* oversees WELS VEBA, and the *WELS Retirement Program Commission* oversees the WELS Pension Plan and WELS Shepherd Plan. Each Commission is comprised of six members: one pastor and one teacher from the active worker roster, and four lay members in good standing at a WELS congregation. Commission members are appointed to three-year terms by the Synodical Council.

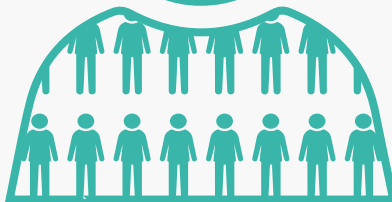
The WELS Benefit Plans Office manages the administration of the Benefit Plans on behalf of the Commissions and provides customer service to participants and sponsoring organizations. A list of Commission members and Benefit Plans Office staff is provided on page 18.

2018 HIGHLIGHTS



159 NEWBORNS

WELS VEBA welcomed the addition of 159 newborn children to plan coverage in 2018.



10,400 MEMBERS

WELS VEBA membership levels remained consistent compared to 2017, with WELS VEBA providing coverage for more than 10,400 workers and dependents.



4,300

ACTIVE WORKERS



2,450

RETIRES



1,300

VESTED RETIREES

The **Pension Plan** covers approximately 4,300 active workers, pays benefits to approximately 2,450 retirees, and is due to pay benefits in the future to approximately 1,300 vested retirees.

690 WELS CALLING BODIES

In total, approximately 690 WELS calling bodies sponsor the **Shepherd Plan** on behalf of 2,370 workers and retirees.

Approximately 25 calling bodies and 133 workers joined the **Shepherd Plan** in 2018.

WELS VEBA

Our health care plan

PROTECTING YOUR HEALTH WITH WELS VEBA

What is WELS VEBA?

WELS VEBA is our church body's health plan. Through WELS VEBA, the health care costs for enrolled WELS and ELS workers and their families are shared by the sponsoring organizations and plan members.



Active workers who enroll in WELS VEBA Medical Benefits automatically receive:



Prescription Drug Benefits



Vision Benefits



Long-Term Disability Insurance

Coverage available in addition to WELS VEBA Medical Benefits:



Dental Insurance



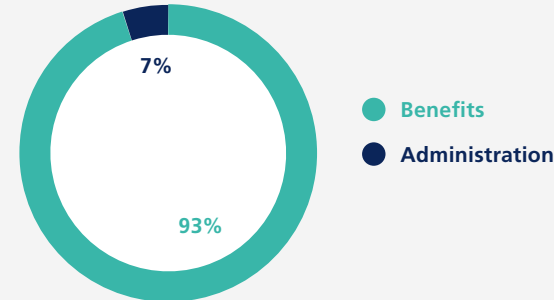
Group Term Life Insurance



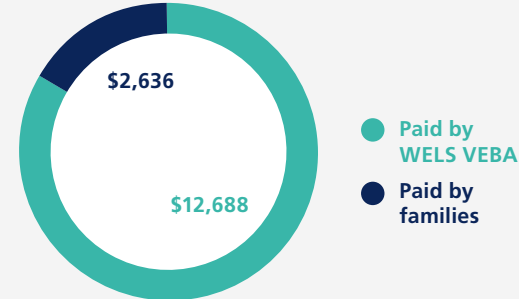
Long-Term Disability Insurance

(For eligible workers who do not enroll in Medical Benefits)

93% of 2018 WELS VEBA contributions were used to pay member benefits or invest for future member benefits



The average family utilized \$15,324 in health care services and prescription drugs in 2018



\$51.1M SAVED IN DISCOUNTS

Discounts under the Anthem Blue Cross Blue Shield provider network and the Express Scripts pharmacy network reduced the total billed charges for health care services and prescription drugs by more than **\$51.1 million** in 2018.

Consistency, strength and stability

THE WELS VEBA VALUE

WELS VEBA provides valuable coverage and benefits to members of all ages and health statuses, including tools and benefits that keep healthy members healthy and take care of members when they get sick or injured.



Free preventive care at network providers



Maternity care for growing families



Major health care needs, such as transplants and cancer treatment



Acute care for unexpected illnesses and injuries



Care and treatment to manage chronic conditions



Online visits with network providers available 24/7/365



Consistent benefits

WELS VEBA provides benefits that are consistent nationwide and are supported by more than 80% of WELS calling bodies. In addition, WELS VEBA's broad national provider network ensures that quality health coverage remains accessible wherever a worker may be called to serve or travel.



Consistent value

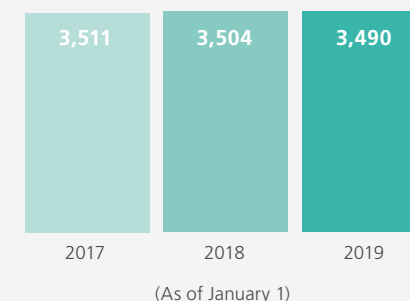
Through WELS VEBA, the cost of health care for workers' families is shared across all participating calling bodies throughout the synod. Grouping together all covered workers under one plan allows WELS VEBA premium costs to be as low as reasonably possible and stable over time.



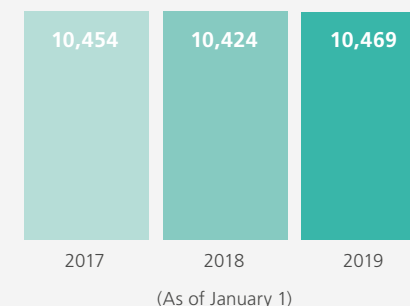
Consistent with God's Word

WELS VEBA is purposefully designed for workers serving at WELS and ELS ministries. As a plan sponsored by a religious organization, WELS VEBA is uniquely consistent with both God's Word and the law.

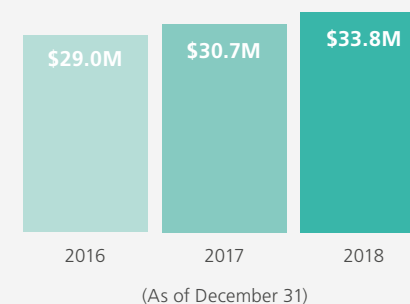
WELS VEBA covered workers



WELS VEBA total covered lives



WELS VEBA Plan net assets available for benefits



YOUR STORIES



“It was just spectacular the way WELS VEBA took care of everything. We never had to question anything; we never had to argue anything. It was just taken care of.”

“ *A smooth process*”

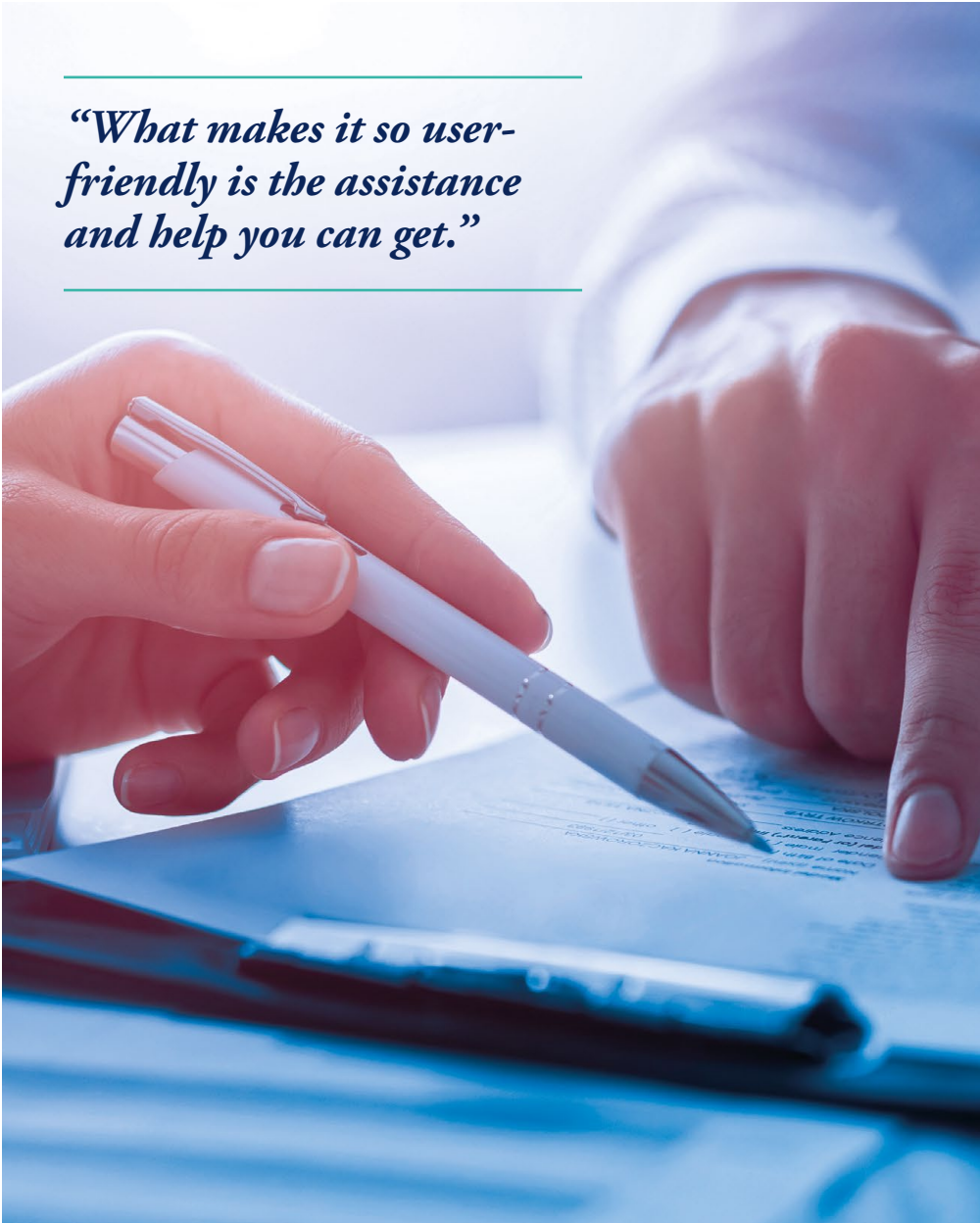
Pastor Eric Roecker graduated from Wisconsin Lutheran Seminary in 1998 and received his first assignment to Resurrection, Chesapeake, Va. From Virginia, he took a call to Pilgrim, Menomonee Falls, Wis. And, last summer he started serving in a new call as the director of the WELS Commission on Evangelism. He and his family have been enrolled in the WELS VEBA health plan (WELS VEBA) for his entire ministry.

Roecker says having WELS VEBA throughout every call in his ministry has been beneficial to his family. “It’s a blessing that you don’t have to reapply or get a new insurance plan because you’re already in WELS VEBA, and if the congregation uses WELS VEBA, it’s a very simple, smooth process.”

A year and half ago, his daughter had a serious medical issue. “It was just spectacular the way WELS VEBA took care of everything. We never had to question anything; we never had to argue anything. It was just taken care of. It was a very smooth process. I was really impressed with that. In a time when you have all of this other stuff on your mind to not have to think about the health coverage is wonderful.” His daughter was able to overcome her ailment, for a happy ending.

Roecker says the way WELS VEBA is universal throughout participating WELS calling bodies does take that factor out of the mix when called workers are making decisions about calls. When congregations and schools offer WELS VEBA, a called worker doesn’t need to consider insurance and medical care for their families when contemplating the next chapter in their gospel ministry.

”



“What makes it so user-friendly is the assistance and help you can get.”

“

Quick responses and helpful assistance

Mr. Greg Milbrath can't say enough good things about the quick responses and helpful staff of WELS Benefit Plans.

He says, “Going into a voters meeting, there's very often that discussion of if we should be changing to lower cost health insurance. Sometimes I contact the [WELS Benefit Plans] office before the voters meeting and we get advice. They've always been very gracious and quick to respond.”

It's that service and consistency from WELS Benefit Plans that has kept Salem Lutheran School, Owosso, Mich., using the WELS VEBA health plan (WELS VEBA) since it was offered by the synod. Milbrath has been teaching third and fourth grades and band there since 1978 and it's where he has served his entire 41 years in the ministry.

Milbrath says, “The coverage is good. It's covered the things we needed well. But what makes it so user-friendly is the assistance and help you can get.”

He's noticed, as Salem has extended calls to teachers over the years, that the consistency of WELS VEBA throughout the synod, and Salem offering it, removes that component when considering ministry changes. “When you take a call to a place that has WELS VEBA, that's the only question you have to ask. If you receive a call, you ask if the health coverage is WELS VEBA, and they say ‘yes,’ ... that takes some consideration out of the call. It's one thing you don't have to think about or consider when you're evaluating the call,” he says.

”

WELS PENSION PLAN

Financial security for tomorrow

The **WELS Pension Plan** is a defined benefit plan that provides vested called workers and their surviving spouses with monthly retirement income for life.

Under the WELS Pension Plan, benefits are calculated based on a formula that includes years of credited service that each individual participant has earned, and a benefit basis that is standard across all participants and serves as an average salary approximation based on years of service. The cost of the WELS Pension Plan is paid entirely by sponsoring organizations on behalf of their called workers.

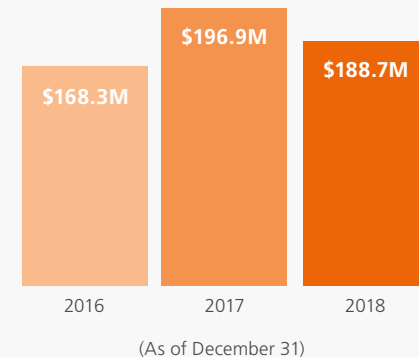
Value of the WELS Pension Plan to WELS Ministry

The WELS Pension Plan exists to provide retirement benefits for called workers in a way that doesn't adversely impact the call process. Because all WELS called workers participate in the Pension Plan, each sponsoring organization doesn't have to worry about administering its own retirement benefit program. In addition, because Pension Plan benefits aren't based on a worker's actual compensation or responsibilities, a worker's Pension Plan benefits aren't affected by taking a call that provides higher or lower compensation – the ministry efforts of all called workers are valued equally by the Pension Plan.

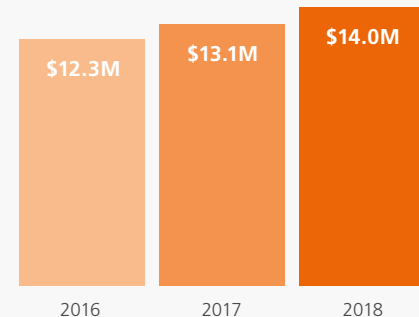
Advantages of the WELS Pension Plan

- ✓ The Pension Plan assumes the investment risk for contributions held in the Plan's trust on behalf of all workers. Investments are managed by professional consultants, so each worker is protected from making bad personal investment decisions.
- ✓ The Pension Plan assumes mortality risk by guaranteeing that benefits will continue for the life of each retired worker and surviving spouse. Workers don't have to worry about "out-living" their Plan benefits.
- ✓ Contributions are invested and benefits are paid under one group trust. Worker benefits aren't harmed if contributions aren't made on time, or if financial markets decline right before retirement.
- ✓ Pension Plan benefits are eligible for use as non-taxable housing allowance for Ministers of the Gospel who have qualified housing expenses in retirement.

WELS Pension Plan net assets available for benefits



WELS Pension Plan benefits paid



WELS SHEPHERD PLAN

Saving for your future

The **WELS Shepherd Plan** is a defined contribution plan that allows WELS called and lay workers to save and invest during their working years to provide an account balance that can be accessed during their retirement years.

Each worker determines the amount that he or she wishes to contribute to their account and how their account should be invested within the Plan. Sponsoring organizations also have the option to make employer contributions to their workers' Shepherd Plan accounts.

Value of the WELS Shepherd Plan to WELS Ministry

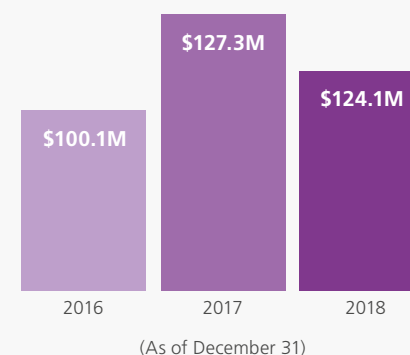
The WELS Shepherd Plan is available to workers who wish to supplement the benefits provided by the Pension Plan and Social Security. Because the Shepherd Plan account for each worker is portable across all WELS sponsoring organizations, workers don't have to worry about transitioning to a new retirement savings plan upon acceptance of a new call.

Advantages of the WELS Shepherd Plan

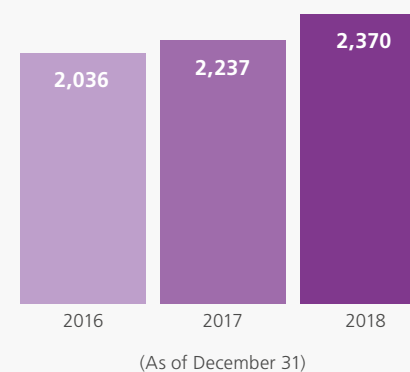
The Shepherd Plan provides numerous advantages for both workers and sponsoring organizations, including:

- ✓ Tax advantages for Ministers of the Gospel under Internal Revenue Code Section 107.
- ✓ Access to low-cost investment funds and the ability to diversify investments through pre-built portfolios or individual fund selection.
- ✓ No billed costs to the sponsoring organization for Shepherd Plan administration services.
- ✓ Personalized help from the Shepherd Plan's investment advisor, the Hahn Financial Group, for both workers and organizations.

WELS Shepherd Plan net assets available for benefits



WELS Shepherd Plan participants



A growing worldwide economy amidst volatile markets

Market uncertainties during the last three months of 2018 overshadowed the investment gains earned by the WELS Benefit Plan trusts earlier in the year.

Year-in-review

In the U.S., 2018 began with a continuation of the positive equity market performance and low volatility exhibited throughout 2017. However, concerns regarding trade tensions between the U.S. and China and the potential for interest rates and inflation to rise faster than expected fueled increased volatility and the first negative calendar year performance for the S&P 500 index since 2008. The U.S. economic fundamentals remained generally strong at the end of 2018, with unemployment at its lowest level since 2001, wages increasing at the fastest pace since 2008, consumer confidence remaining high, and GDP growth at its highest level since 2014.

Non-U.S. markets faced significant headwinds in 2018, including concerns regarding the ongoing UK exit from the European Union, slowing GDP growth in China and volatile oil prices. Equity returns for U.S. investors have been further diminished due to appreciation of the dollar relative to many local currencies in 2018.

Overview of WELS Benefit Plans investment returns

Macroeconomic concerns and a return to higher volatility levels resulted in losses for many investors in 2018, including for the WELS Benefit Plan trusts:

- The WELS VEBA Plan trust achieved a return of -3.0%.
- The WELS Pension Plan trust achieved a return of -5.1%.
- The WELS Shepherd Plan trust* achieved a return of -8.7%.

Although the VEBA and Pension Plan trusts posted net investment losses in 2018, contributions received from calling bodies have kept each Plan in a solid financial position to pay current benefit obligations. Shepherd Plan participants were not dismayed by the volatile markets, with annual contributions to the Plan achieving a record high \$10 million in 2018.

A look ahead

The consensus among many economists is that the economic growth rate in the U.S. and globally will slow in 2019. The return to more normalized levels of volatility seen in 2018 is expected to continue and will remain sensitive to geopolitical events and interest rate actions taken by the U.S. Federal Reserve.

As prudent fiduciaries of the assets entrusted in their care, the Commissions endeavor to maintain broadly diversified portfolios with moderate return expectations. Optimization of the return, risk and cost profiles of each trust's holdings is a continued focus of the Commissions and is expected to preserve Plan assets available for benefits.

Detailed financial results for each plan are provided on the following pages.

* Note that the Shepherd Plan trust is the collection of all the individual participant accounts with investments selected by participants from the Shepherd Plan fund lineup.

WELS VEBA

Summary financial results

Condensed statements of net assets available for benefits and benefit obligations for the year ended December 31:

	2018	2017
ASSETS		
Cash and investments	\$33,568,896	\$30,410,295
Receivables and other assets	\$1,181,912	\$774,758
Total assets	\$34,750,808	\$31,185,053
LIABILITIES		
Total liabilities	\$930,963	\$394,522
Net assets available for benefits	\$33,819,845	\$30,790,531
BENEFIT OBLIGATIONS		
Total benefit obligations	\$4,314,251	\$3,201,849
Excess of net assets available for benefits over benefit obligations	\$29,505,594	\$27,588,682

Condensed statements of changes in net assets available for benefits and benefit obligations for the year ended December 31:

	2018	2017
ADDITIONS		
Contributions	\$53,336,819	\$50,413,239
Net investment income (loss)	(\$1,021,467)	\$3,049,004
Total additions	\$52,315,352	\$53,462,243
DEDUCTIONS		
Benefit payments	\$44,495,702	\$46,098,447
Insurance premiums	\$2,259,283	\$1,972,387
Benefit administration expenses ¹	\$2,520,153	\$2,360,519
Other administrative expenses ²	\$1,123,302	\$1,131,799
Total deductions	\$50,398,440	\$51,563,152
Increase in net assets available for benefits over benefit obligations	\$1,916,912	\$1,899,091
Excess of net assets available for benefits over benefit obligations at beginning of year	\$27,588,682	\$25,689,591
Excess of net assets available for benefits over benefit obligations at end of year	\$29,505,594	\$27,588,682

¹ "Benefit administration expenses" include amounts paid to Anthem, Express Scripts and Vision Service Plan for claims processing, network and health management services.

² "Other administrative expenses" include amounts paid to third-party professional service providers and to WELS for internal administration service costs.

The complete audited financial statements are available upon request from the WELS Benefit Plans Office.

WELS PENSION PLAN

Summary financial results

Condensed statements of net assets available for benefits for the year ended December 31:

	2018	2017
ASSETS		
Cash and investments	\$189,380,750	\$197,098,509
Receivables and other assets	\$121,740	\$133,488
Total assets	\$189,502,490	\$197,231,997
LIABILITIES		
Total liabilities	\$720,473	\$235,060
Net assets available for benefits	\$188,782,017	\$196,996,937

Condensed statements of changes in net assets available for benefits for the year ended December 31:

	2018	2017
ADDITIONS		
Contributions	\$16,125,944	\$14,572,026
Net investment income (loss)	(\$10,025,445)	\$27,346,608
Other	\$24,292	\$58,530
Total additions	\$6,124,791	\$41,977,164
DEDUCTIONS		
Benefit payments	\$14,076,657	\$13,130,389
Administrative expenses ¹	\$263,054	\$248,843
Total deductions	\$14,339,711	\$13,379,232
Increase (decrease) in net assets available for benefits	(\$8,214,920)	\$28,597,932
Net assets available for benefits at beginning of year	\$196,996,937	\$168,399,005
Net assets available for benefits at end of year	\$188,782,017	\$196,996,937

¹ "Administrative expenses" include amounts paid to third-party professional service providers and to WELS for internal administration service costs.

The complete audited financial statements are available upon request from the WELS Benefit Plans Office.

WELS SHEPHERD PLAN

Summary financial results

Condensed statements of net assets available for benefits for the year ended December 31:

	2018	2017
ASSETS		
Investments	\$124,131,704	\$127,376,116
Net assets available for benefits	\$124,131,704	\$127,376,116

Condensed statements of changes in net assets available for benefits for the year ended December 31:

	2018	2017
ADDITIONS		
Contributions	\$10,044,095	\$9,364,080
Net investment income (loss)	(\$11,485,167)	\$16,102,420
Transfers and rollovers	\$5,230,829	\$4,609,303
Total additions	\$3,789,757	\$30,075,803
DEDUCTIONS		
Benefit payments	\$6,282,121	\$3,413,162
Administrative expenses ¹	\$752,048	\$771,380
Total deductions	\$7,034,169	\$4,184,542
Increase (decrease) in net assets available for benefits	(\$3,244,412)	\$25,891,261
Net assets available for benefits at beginning of year	\$127,376,116	\$101,484,855
Net assets available for benefits at end of year	\$124,131,704	\$127,376,116

¹ "Administrative expenses" include amounts paid to the Plan's third-party administrator, record keeper, trust custodian, fiduciary manager, and investment advisor.

The complete audited financial statements are available upon request from the WELS Benefit Plans Office.

The WELS team

THE VEBA COMMISSION

WELS VEBA is overseen by the VEBA Commission. The VEBA Commission is composed of six members: one Pastor, one Teacher, and four lay members.

Mr. Richard Hudock

Chairman and
Lay Member
Big Canoe, GA

Mr. Chuck Adrian

Vice-Chairman and
Lay Member
De Pere, WI

Mr. Robert Bullens

Secretary and Lay Member
Trego, WI

Mr. Douglas Dast

Teacher
Bay City, MI

Rev. Joel Sauer

Pastor
Sturgeon Bay, WI

Mr. Jon Wirkkula

Lay Member
Germantown, WI

THE RETIREMENT PROGRAM COMMISSION

The WELS Pension Plan and WELS Shepherd Plan are overseen by the Retirement Program Commission. The Retirement Program Commission is composed of six members: one Pastor, one Teacher, and four lay members.

Mr. Robert Fischer

Chairman and Teacher
Appleton, WI

Mr. David McCulloch

Vice-Chairman and Lay Member
Suttons Bay, MI

Mr. Thomas Medema

Secretary and Laymember
Appleton, WI

Mr. James Brenn

Lay Member
Bonita Springs, FL

Rev. Philip Hoyer

Pastor
Jacksonville, FL

Mr. Lee Miller

Lay Member
Essexville, MI

THE WELS ADVISORS

The WELS Benefit Plans Office serves WELS/ELS workers, their family members and their calling/hiring bodies through administration of WELS VEBA, the WELS Pension Plan, and the WELS Shepherd Plan.

Ms. Christy Hitter

Membership Manager

Mr. Joshua Peterman

Director of Benefit Plans

Mr. Todd Poppe

WELS CFO and Treasurer
Ex-officio Commission Member

Ms. Lori Schrank

Claims Manager

OUR AUDITORS AND CONSULTANTS

To provide and manage WELS VEBA, the WELS Pension Plan, and the WELS Shepherd Plan we use a number of auditors and consultants.

Arthur J. Gallagher & Co.

Benefits Consultant

Baker Tilly Virchow Krause, LLP

Auditors

Marquette Associates, Inc.

Investment Consultant

Willis Towers Watson

Actuarial Consultant



“
*Walking together – our
plan, for your benefit.*
”



ABOUT THIS REPORT

This report describes the benefit plans available to you as an employee of WELS or ELS. The details of these plans are contained in the official Plan Documents, including some insurance contracts. This report is meant only to cover the major points of each plan. It does not contain all of the details that are included in your Summary Plan Description (SPD) (as described by the Employee Retirement Income Security Act). If there is ever a question about one of these plans, or if there is a conflict between the information in this report and the formal language of the Plan Documents, the formal wording in the Plan Documents will govern. Please note that the benefits described in this report may be changed at any time and do not represent a contractual obligation on the part of WELS.

WELS Benefit Plans Office
N16W23377 Stone Ridge Dr, Waukesha, WI 53188

Email: bpo@wels.net
Phone: 414-256-3299 (available 8:00 a.m.-4:30 p.m. CT)
Toll Free: 1-800-487-8322 (available 8:00 a.m.-6:00 p.m. CT)
Fax: 262-522-2802 (available 24 hours a day)



WELS Benefit Plans
Wisconsin Evangelical Lutheran Synod



WELS Investment Funds
Wisconsin Evangelical Lutheran Synod

Strengthening and enhancing ministry

*An annual report
to WELS ministries*

2018





WHAT ARE THE BENEFITS OF WELS MINISTRIES INVESTING THROUGH WELS INVESTMENT FUNDS?

- WELS Investment Funds was incorporated as a **support services subsidiary of WELS** in 1997 and currently manages more than \$200 million for more than 200 WELS and affiliated ministries including WELS Foundation, Martin Luther College, Wisconsin Lutheran Seminary, Luther Preparatory School, Michigan Lutheran Seminary, WELS Home and World Missions, several area Lutheran high schools, and more than 170 congregations.
- **WELS Investment Funds provides cost-effective, professionally managed investment portfolios exclusively for WELS and affiliated ministries.** By pooling our God-given talents and resources with other congregations we can take advantage of lower cost, institutional priced investment opportunities that are not available to smaller investment accounts. As more congregations and organizations invest in WELS Investment Funds, the cost reduction benefits also increase. It's a way we can help support each other.
- **WELS Investment Funds is easy to use.** Executive Director Jim Holm, CFP®, an employee of WELS, is available to meet with your organization, either in person or via phone, to discuss the various investment options available through WELS. Our investor services specialist, Monica Peavy, is also available to guide you through the steps to open and maintain an investment account.

WHO CAN INVEST IN WELS FUNDS?

Any 501(c)(3) organization that is affiliated with WELS (i.e. listed in the WELS Yearbook). (Individuals and organizations located in Connecticut, Maryland, Pennsylvania, Tennessee, or Virginia may not invest in WELS Funds.)

HOW ARE THE FUNDS MANAGED?

WELS Investment Funds' Board of Directors has retained Vanguard Institutional Advisory Services® as the investment consultant for WELS Investment Funds. As a co-fiduciary, the investment consultant is responsible for making investment recommendations to the board. Once the recommendation is approved by the board, the investment consultant, after consideration of the WELS Investment Funds' investment policy statement and the various investment objectives and restrictions therein, has the discretion to implement and oversee the investment recommendations.

A copy of the most recent investment policy statement is available on the WELS Investment Funds' website at wels.net/welsfunds.



MANAGEMENT

The Board of Directors of WELS Investment Funds is responsible for the operation of WELS Investment Funds, including the engagement of investment consultants. Directors serve four-year terms and are appointed by the WELS Synodical Council.

The day-to-day affairs are carried out by its officers and other WELS employees. For administrative convenience, efficiency, and cost effectiveness, WELS Investment Funds leases its personnel from WELS. WELS also provides services relating to the processing of transactions, preparing investor account statements, and the preparation of corporate financial statements.

Additional information concerning the Board and officers and a copy of the most recent audited financial statements of WELS Investment Funds is available on the WELS Investment Funds' website at wels.net/welsfunds.

BOARD OF DIRECTORS



Dennis Walters
Chairman

Dennis Walters is retired and formerly vice president, administrative controller, and director of Corporate Financial Reporting for Cargill, Inc.



Seth T. Hansen
Director

Seth T. Hansen is the vice president, Project Management, Daktronics, Inc., a developer of electronic display systems.



Joel L. Luehmann
Vice Chairman

Joel L. Luehmann serves as director, Enterprise Risk Management, for Compeer Financial in Mankato, Minn.



Ronald Schmitz
Director

Ronald Schmitz is retired after a 34-year career as a financial consultant for AXA Advisors (formerly Equitable Life, N.Y.).



John G. Wenker
Secretary

Mr. John G. Wenker is retired and formerly a managing director at Nuveen Asset Management, a wholly owned subsidiary of TIAA-CREF.



Max D. Wenck
Director

Max D. Wenck is a co-owner of MorganMyers, Inc., a multi-million dollar communications consulting firm.



Rev. Em. Charles Degner
Director

Rev. Degner formerly served parishes in Prior Lake and St. Peter, MN. He served as district vice-president in Minnesota for 16 years and district president for ten years.



Todd Poppe
Ex-officio member

Todd Poppe serves as the WELS chief financial officer and treasurer.

The Funds

New this year is the **WELS Endowment Fund**. It seeks to maximize the long-term growth of principal and is designed primarily for endowment funds. The WELS Endowment Fund is comprised of 75 percent equity and 25 percent fixed income and has a long-range investment time horizon.

The **WELS Balanced Fund** seeks to reduce potential volatility by including fixed income securities. It is comprised of 60 percent equity and 40 percent fixed income and has a mid- to long-range investment time horizon.

The **WELS Equity Fund** seeks long-term capital growth by investing in a portfolio of equity securities that is well diversified by industry and company size. WELS Equity Fund is comprised of 100 percent equities and has a long-range investment time horizon.

The **WELS Income Fund** seeks to provide income by investing primarily in investment quality debt securities. It is comprised of 100 percent fixed income securities and has a short- to mid-range investment time horizon.

The WELS Endowment Fund and WELS Balanced Fund invest in differing ratios of the same underlying mutual funds as the WELS Equity Fund and WELS Income Fund. The WELS Equity Fund and

WELS Income Fund are for those ministries who desire an asset allocation other than the WELS Endowment Fund and WELS Balanced Fund.

EXPENSES

All direct expenses and any expenses allocated by WELS related to the operation of WELS Investment Funds (e.g. rent for office space, utilities, financial, technological, and human resources expenses) are charged directly to the WELS Funds. While these expenses vary from year to year, for the fiscal year 2018, they were 0.21% of the assets in the WELS Funds.

All mutual funds that comprise the WELS Funds have investment expenses significantly below the industry average. The weighted average expense ratios for the WELS Endowment Fund, WELS Balanced Fund, WELS Equity Fund, and WELS Income Fund are 0.15%, 0.14%, 0.19%, and 0.06%, respectively.

WELS ENDOWMENT FUND*

The WELS Endowment Fund seeks to maximize the long-term growth of principal and is designed primarily for endowment funds. It is comprised of 75 percent equity and 25 percent fixed income and has a long-range investment time horizon.

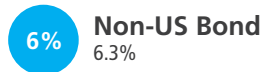
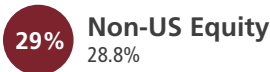
ANNUAL RETURN	3 Mo.	6 Mo.	1 Yr	5 Yr	10 Yr
Total Return %	N/A	N/A	N/A	N/A	N/A

*Available as of August 1, 2018.

Target Holdings

Vanguard Total Stock Market Idx I	22.5%
Vanguard Total Intl Stock Index I	15.0%
Vanguard Total Bond Market Index I	10.0%
Vanguard Morgan™ Growth Admiral™	7.9%
Vanguard Windsor™ II Admiral™	7.9%
Vanguard International Growth Adm	7.5%
Vanguard International Value Inv	7.5%
Vanguard Short-Term Investment-Grade I	7.5%
Vanguard Interm-Term Investment-Grde Adm	5.0%
Vanguard Mid Cap Growth Inv	3.4%
Vanguard Strategic Equity Inv	3.4%
Vanguard Total Intl Bd Idx Institutional	2.5%

Asset Allocation



WELS BALANCED FUND - As of June 30, 2018

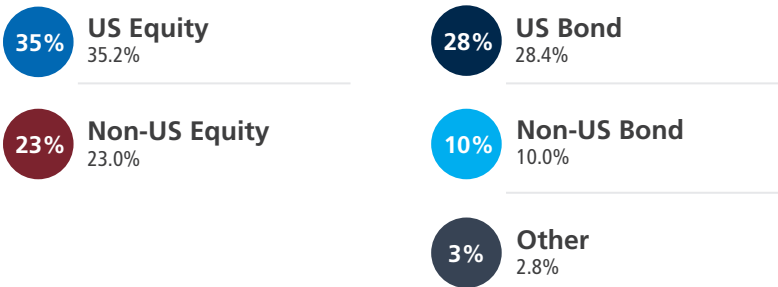
The WELS Balanced Fund seeks to reduce potential volatility by including fixed income securities. It is comprised of 60 percent equity and 40 percent fixed income and has a mid- to long-range investment time horizon.

ANNUAL RETURN*	3 Mo.	6 Mo.	1 Yr	5 Yr	10 Yr
Total Return %	0.82%	0.57%	7.83%	7.32%	6.48%

Target Holdings

Vanguard Total Stock Market Idx I	18.0%
Vanguard Total Bond Market Index I	16.0%
Vanguard Short-Term Investment-Grade I	12.0%
Vanguard Total Intl Stock Index I	12.0%
Vanguard Inter-Term Investment-Grde Adm	8.0%
Vanguard Morgan™ Growth Admiral™	6.3%
Vanguard Windsor™ II Admiral™	6.3%
Vanguard International Growth Adm	6.0%
Vanguard International Value Inv	6.0%
Vanguard Total Intl Bd Idx Institutional	4.0%
Vanguard Mid Cap Growth Inv	2.7%
Vanguard Strategic Equity Inv	2.7%

Asset Allocation



PORTFOLIO INSIGHTS - EQUITY

Equity investments are globally diversified across domestic and international large-cap, mid-cap, and small-cap securities, including value, core, and growth styles.

The cornerstone equity holding is the Vanguard Total Stock Market Index Fund, Institutional Shares. This fund is diversified across over 3,400 domestic equities.

The Vanguard Total International Stock Index Fund, Institutional Shares hold more than 6,000 equity securities, diversified across over 30 countries.

These two core equity index funds are complimented by four actively managed Vanguard mutual funds managed by firms including, Barrow, Hanley, Mewhinney & Straus, LLC; Lazard Asset Management, LLC, and Ballie Gifford Overseas, LTD.

WELS EQUITY FUND - As of June 30, 2018

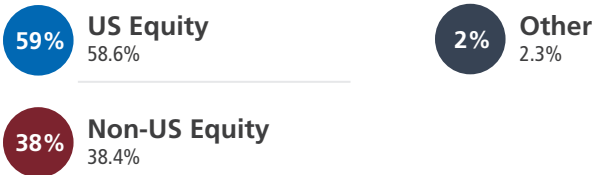
The WELS Equity Fund seeks long-term capital growth by investing in a portfolio of equity securities that is well diversified by industry and company size. It is comprised of 100 percent equities and is subject to potential large short-term price fluctuations. It has a long-range investment time horizon.

ANNUAL RETURN*	3 Mo.	6 Mo.	1 Yr	5 Yr	10 Yr
Total Return %	1.43%	0.91%	12.28%	10.68%	7.71%

Target Holdings

Vanguard Total Stock Market Idx I	30.0%
Vanguard Total Intl Stock Index I	20.0%
Vanguard Morgan™ Growth Admiral™	10.5%
Vanguard Windsor™ II Admiral™	10.5%
Vanguard International Growth Adm	10.0%
Vanguard International Value Inv	10.0%
Vanguard Mid Cap Growth Inv	4.5%
Vanguard Strategic Equity Inv	4.5%

Asset Allocation



PORTFOLIO INSIGHTS – FIXED INCOME

The Vanguard Total Bond Market Index Fund, Institutional Shares, is invested in more than 8,000 investment grade, domestic fixed income securities. Holdings include U.S. Treasury, U.S. agency, and other domestic investment grade fixed income securities.

For diversification purposes, the Vanguard Total International Bond Index Fund is utilized. This Fund is diversified across over 8,000 international fixed income securities, representing 30 underlying countries. All holdings are currency hedged to the U.S. dollar, for risk management purposes.

The Vanguard Intermediate-Term Investment Grade Fund, Admiral Shares, and the Vanguard Short-Term Investment Grade Fund, Institutional Shares, are actively managed with an intensive credit analysis and risk controlled approach.

WELS INCOME FUND - As of June 30, 2018

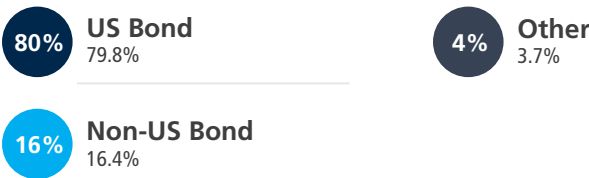
The WELS Income Fund seeks to provide income by investing primarily in investment quality debt securities. WELS Income Fund is comprised of 100 percent fixed income securities and has a short- to mid-range investment time horizon.

ANNUAL RETURN*	3 Mo.	6 Mo.	1 Yr	5 Yr	10 Yr
Total Return %	-0.13%	-1.19%	-0.29%	1.70%	3.82%

Target Holdings

Vanguard Total Bond Market Index I	40.0%
Vanguard Short-Term Investment-Grade I	30.0%
Vanguard Inter-Term Investment-Grade Adm	20.0%
Vanguard Total Intl Bd Idx Institutional	10.0%

Asset Allocation



Past performance is no guarantee of future results. The performance data is current as of June 30, 2018, and is subject to change at any time based on market and other conditions. Participating in the WELS Funds is subject to investment risks, including possible loss of the principal amount invested. Withdrawals from the WELS Funds are payable exclusively from the net assets of the Fund. Accounts are not protected or insured by the FDIC or SIPC and are not guaranteed by WELS or any other person or entity.

MONTHLY PROCESSING

WELS Funds' transactions are processed on the first business day of each month. Additions and/or redemption requests must be received by WELS Investment Funds at least one business day prior to month end for processing. Funds received prior to month-end will be held in a non-interest bearing cash account until processed. Redemption proceeds will be deposited in the organization's bank account via direct deposit.

HOW TO INVEST

A custodial agreement and custodial account worksheet must be completed to establish a new account. All investments made pursuant to the custodial agreement will be held in the name of WELS Investment Funds (or such other entity selected by WELS Investment Funds) as nominee for the organization, with actual ownership of the investments remaining in the organization. Each organization investing in the WELS Funds will be assigned an interest (an "Ownership Interest") in the assets of each chosen WELS Fund reflecting the pro rata interest of the organization in the assets of the particular WELS Fund. The value of the organization's Ownership Interest may fluctuate as the value of the particular WELS Fund fluctuates.

MAILING ADDRESS

Investment and redemption requests should be mailed to:

WELS Investment Funds
N16W23377 Stone Ridge Drive
Waukesha, WI 53188-1108

CONTACT INFORMATION

E-mail: welsfunds@wels.net

Phone: (877) 888-8953

Web: wels.net/welsfunds

James A. Holm, CFP®

Executive Director

E-mail: jim.holm@wels.net

Phone: (414) 256-3206

Monica L. Peavy

Investor Services Specialist

E-mail: monica.peavy@wels.net

Phone: (414) 256-3207



OTHER WELS SUBSIDIARIES

WELS Church Extension Fund (CEF) exists to provide financing for mission-minded endeavors and projects that are under the direction of WELS Board for Home Missions. WELS CEF provides loans and grants to qualified mission congregations so they can acquire land and build or renovate ministry facilities—used as tools for gospel outreach. The money WELS CEF uses to provide loans and grants comes from two sources— investments and gifts. For more information, visit wels.net/cef.

WELS Foundation exists to assist God's people in support of God's ministry through the Wisconsin Evangelical Lutheran Synod. WELS Foundation provides a channel through which gifts can be administered for the benefit of local and national ministries by:

- Providing knowledgeable planned giving support to WELS Christian giving counselors (800-827-5482) and other WELS advancement representatives.
- Facilitating various giving opportunities, including charitable gift annuities, charitable remainder trusts, donor advised funds, and endowment administration.

Visit wels.net/foundation for more information.

WELS Investment Funds is a charitable non-stock, not-for-profit corporation organized under the laws of the State of Wisconsin. It was formed in 1997 as a support services subsidiary of WELS to provide investment vehicles so that funds of WELS, WELS congregations, and other WELS related organizations could be invested to achieve the desires of the organizations and their donors.

WELS Investment Funds is not registered as an investment company under the Investment Company Act of 1940, as a broker or dealer under the Securities Exchange Act of 1934, or as an investment adviser under the Investment Advisers Act of 1940. WELS Investment Funds, Inc. administers the WELS Funds for the benefit of WELS ministries pursuant to a claim of exemption from registration under the federal Philanthropy Protection Act of 1995.

Note that investment programs offered by WELS Investment Funds involve risk. Past performance is no guarantee of future returns, WELS Funds are not FDIC or SIPC insured, and may lose value. WELS Funds are not guaranteed by WELS or any other person or entity.

At this time, WELS Funds are NOT available in Connecticut, Maryland, Pennsylvania, Tennessee, or Virginia.



WELS Investment Funds
Wisconsin Evangelical Lutheran Synod

N16W23377 Stone Ridge Drive • Waukesha, WI 53188-1108
1-877-888-8953 • wels.net/welsfunds



So that future generations will know the goodness of God

Congregational Endowment Funds

Give your members the opportunity to contribute to the long-term mission of your congregation.

Why establish an endowment fund?

- An endowment fund provides members an opportunity to leave a legacy gift, supporting ministry that is close to their hearts, even after they are called home. It allows mission-minded people to contribute their earthly wealth to their congregation's perpetual purpose of making an eternal impact.
- Serves as a reminder that estate plans (e.g. wills, beneficiary designations, etc.) are part of Christian stewardship.
- As of Dec. 2017, 308 endowments totaling \$83 million provide an ongoing source of funds for building projects, mission work, tuition assistance, and other gospel outreach opportunities.

Who can establish an endowment fund?

- Individuals can establish donor designated endowment funds to benefit a ministry that is close to their hearts.
- Congregations can establish endowment funds to support ongoing local and/or worldwide ministries efforts.

Established in 1965, WELS Foundation provides administration for synodical endowment funds. This same service is available to your congregation.

- ✓ Full-service endowment program
- ✓ Promotional material
- ✓ Endowment statements
- ✓ Investment management
- ✓ Annual distributions



WELS Foundation
Wisconsin Evangelical Lutheran Synod

To learn more about establishing an endowment fund to benefit your congregation's ministry contact WELSFoundation@wels.net or the WELS Ministry of Christian Giving at 414-256-3209.



WELS Foundation

Wisconsin Evangelical Lutheran Synod

So that future generations
will know the goodness of God

An annual report to WELS members | **2018**



Mission & vision

Placing memorial stones by the River Jordan (Joshua 4:4-9).

WELS Foundation was established in February 1965 to receive and administer funds for religious, charitable, and educational purposes consistent with the principles of the Wisconsin Evangelical Lutheran Synod (WELS). It continues to operate today as a subsidiary corporation of WELS.

MISSION

WELS Foundation exists to help God's people support gospel ministry through WELS.

VISION

WELS Foundation aims to be the foundation of choice for members, entities, and affiliates of WELS, and to offer effective and efficient full-service gift administration.



Organization overview

To carry out its mission, WELS Foundation provides:

- knowledgeable planned giving support to WELS members through WELS Christian giving counselors and other WELS advancement representatives.
- various giving opportunities including charitable gift annuities, charitable remainder trusts, donor advised funds, and endowment administration.
- a website, **wels.net/foundation** with help and information about giving opportunities and options.

DISTRIBUTION TO SYNOD MINISTRIES

FY2016-FY2018

Over the last three years WELS Foundation has been privileged to administer and distribute \$22.1 million in donor-directed gifts to various WELS ministries.

76%

WELS NATIONAL MINISTRIES
\$17,160,404

20%

WELS CONGREGATIONS
\$4,093,150

4%


WELS AFFILIATED MINISTRIES
\$881,381



**“The gifts you sent ...
are a fragrant offering ...
to God” (Philippians 4:18).**

Dear Friends,

We thank our Lord and commend you for partnering with WELS Foundation in offering fragrant gifts to God or receiving distributions from God's people for sharing the message of Christ's love this year. To Jesus be the glory!



And what a year it's been! We were privileged to manage over 1,200 donor-directed gifts and distribute \$5.7 million to WELS ministries. We enjoyed communicating with familiar and new donors in countless e-mails, phone calls, and personal conversations. We interacted with hundreds of WELS members during scores of conventions, conferences, and meetings. In cooperation with Communication Services and Ministry of Christian Giving, we reviewed our WELS planned giving communication efforts and made plans to enhance those efforts in the future.

Above all, we were privileged to witness many of our fellow WELS members offer their fragrant, acceptable thank offerings to Christ

Jesus. Like you, we realize how special it is to know Jesus as our Redeemer and to willingly serve him with our talents, time, tongues, and treasure. Thus, when we see your Christ-centered, generous gifts, we know that something special is occurring—God the Holy Spirit is moving you to generously thank the One who first loved you and gave himself for you. And that brings glory to our God and Father.

As you review this report, please join us in marveling at the Lord's blessings to and through his people. If you have any questions about the report or if you want to learn more about the ways you can give fragrant offerings to God through WELS Foundation, feel free to phone us, visit wels.net/foundation,

or meet with your local WELS Christian giving counselor or mission advancement representative.

The grace of the Lord Jesus Christ be with you.

God bless and keep you,

Pastor Kurt Lueneburg

PASTOR KURT LUENEBURG

Director, WELS Ministry of Christian Giving

James A. Holm

MR. JIM HOLM

Executive Director, WELS Foundation



Giving support

CONSULTING SERVICES

WELS Foundation provides planned giving support to WELS members through WELS Christian giving counselors who are specifically trained in both the spiritual and financial aspects of planned giving. The WELS Christian giving counselors coordinate planned giving efforts with other WELS advancement representatives, congregational planned giving committees, and directly with donors and their advisors. Find your local Christian giving counselor at wels.net/christiangivingcounselor.

EDUCATIONAL SEMINARS

WELS Foundation hosts monthly educational webinars. The monthly webinars include timely presentations on various planned giving topics such as Charitable Remainder Trust Essentials, Achieving Donor Goals with Gift Annuities, Working with Donors and Their Advisors, and Making the Right Choice between a Gift Annuity and a Charitable Remainder Trust.

The educational webinars are made available by WELS Foundation at no cost to WELS Christian giving counselors, advancement and development officers, and congregational planned giving committee leaders.

Contact WELS Foundation for recordings of past webinars or to participate in future sessions.

IRA CHARITABLE DISTRIBUTIONS

An IRA charitable distribution allows a donor who is 70.5 or older to give up to \$100,000 directly to WELS charities from an individual retirement account (IRA). The amount distributed will be excluded from income for federal income tax purposes. This may be an especially useful gifting strategy for those who do not itemize their income tax deductions. The IRA charitable distribution must go directly to a qualified charity. You can choose to direct the distribution to WELS Foundation, which in turn will distribute the money to one or more WELS ministries you designate and provide you with the proper acknowledgement. Interested donors will want to contact their WELS Christian giving counselor to find out more.

A gift that pays income for life

CHARITABLE GIFT ANNUITIES

A charitable gift annuity (CGA) is a contract between a WELS member and WELS Foundation in which the member makes a gift of cash or securities in exchange for fixed annuity payments, generally for life. After the donor dies, the remainder of the gift is distributed to the congregation or ministry as designated.

Income payments from a charitable gift annuity may begin immediately, be deferred to a specific date in the future, or be deferred until an unspecified date in the future.

The donor receives an immediate income tax charitable deduction, and in most instances a portion of the gift annuity payments will be a tax-free return of the original principal.

Examples of benefits of a \$10,000 charitable gift annuity:

AGE	PAY-OUT RATE*	TOTAL ANNUAL PAYMENTS	TAX-FREE PORTION	ALLOWABLE INCOME TAX CHARITABLE DEDUCTION
60	4.7%	\$470	\$282	\$3,195
65	5.1%	\$510	\$323	\$3,565
70	5.6%	\$560	\$376	\$4,016
75	6.2%	\$620	\$438	\$4,575
80	7.3%	\$730	\$539	\$4,936
85	8.3%	\$830	\$651	\$5,577
90	9.5%	\$950	\$771	\$6,219

**Rates and data as of September 1, 2018.*

This information is not intended as legal advice. For legal and tax advice, WELS Foundation encourages you to consult an attorney or tax professional. The figures cited in the examples are for hypothetical purposes only and are subject to change. References to income tax include federal income tax only. Individual state income taxes may impact your results.

As of June 30, 2018, WELS Foundation administered 663 gift annuity contracts.

	2018	2017	2016
Opening Balance	\$10,152,182	\$ 9,353,448	\$ 9,751,245
Gifts Received	\$580,040	1,525,088	996,467
Net Investment Income (Loss)	\$326,508	577,644	(59,280)
Annuity Payments	(\$970,675)	(998,650)	(1,057,780)
Charitable Distributions	(\$276,940)	(305,348)	(277,204)
Ending Balance	\$9,811,115	\$10,152,182	\$ 9,353,448

A tax-wise way of providing for children and church

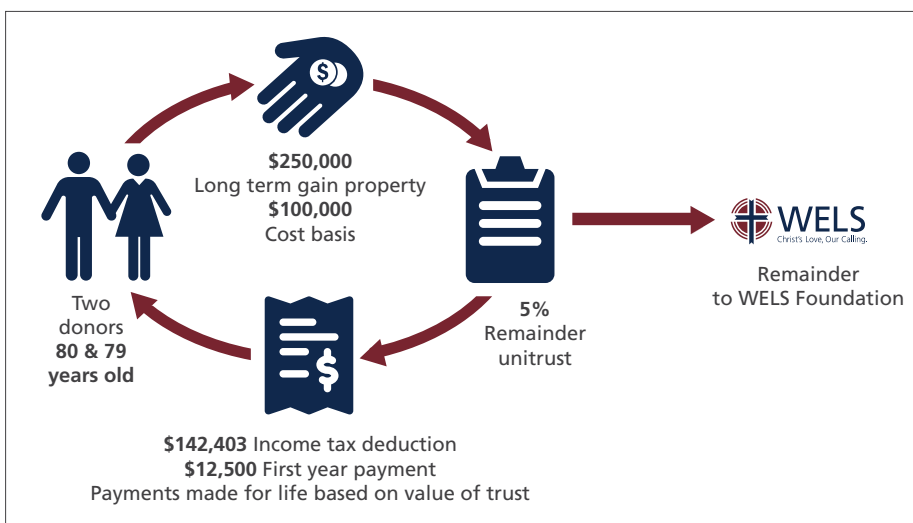
CHARITABLE REMAINDER TRUSTS

A charitable remainder trust (CRT) is created when donors transfer cash, securities (stocks, bonds, mutual funds), or real estate into a charitable trust but keep a specified income interest—usually for their life or for a period of years for their children. When the trust ends per the donor's designations, the property in the trust passes to their designated charitable beneficiaries, such as their church and/or synod.

As of June 30, 2018, WELS Foundation administered 162 charitable remainder trusts.

	2018	2017	2016
Opening Balance	\$ 30,060,675	\$ 30,435,782	\$ 32,326,183
Gifts Received	8,488	427,266	2,139,711
Net Investment Income (Loss)	1,869,133	3,049,336	(565,902)
Income Payments	(1,744,353)	(1,741,345)	(2,102,284)
Charitable Distributions	(659,175)	(2,110,363)	(1,361,926)
Ending Balance	\$ 29,534,768	\$ 30,060,675	\$ 30,435,782

Charitable remainder trust illustration:



A gift that creates a lasting legacy

DONOR ADVISED FUNDS

A donor advised fund (DAF) is a charitable giving vehicle wherein an individual, family, or corporation makes an irrevocable, tax-deductible contribution of cash, securities, or other property to WELS Foundation and at any time thereafter can recommend grant distributions to qualified WELS ministries. The fund can be established with current gifts, deferred gifts (such as charitable gift annuities and charitable remainder trusts), and

testamentary gifts (such as wills, revocable trusts, or beneficiary designations for life insurance policies or retirement accounts).

The WELS Foundation donor advised fund program provides an alternative to the private family foundation. WELS members can accomplish many of the same goals but with far less administrative work and expense.

With recent tax reforms that increase the standard deduction for many, some are using their donor advised fund to “bunch” gifts. This is where, if you do not have enough deductible expenses to exceed the standard deduction, deductions from multiple years are grouped to itemize in some years.

As of June 30, 2018, WELS Foundation administered 66 donor advised funds.

	2018	2017	2016
Opening Balance	\$ 2,117,234	\$ 1,937,350	\$ 2,255,978
Gifts Received	1,480,379	473,274	527,218
Net Investment Income (Loss)	140,532	198,227	(44,801)
Charitable Distributions	(1,091,762)	(491,617)	(801,045)
Ending Balance	\$ 2,646,383	\$ 2,117,234	\$ 1,937,350

Ongoing, dependable support for ministry

WELS ENDOWMENT FUNDS

WELS MINISTERIAL EDUCATION ENDOWMENT

FUNDS provide direct and indirect financial assistance to students attending WELS ministerial education schools. Wisconsin Lutheran Seminary, Martin Luther College, Luther Preparatory Schools, and Michigan Lutheran Seminary each have their own endowment, or give to the WELS Ministerial Education Endowment.

WELS MISSIONS ENDOWMENT FUNDS

support the continued proclamation of the gospel to people in our nation and the world by WELS mission programs. Donations can be made to the WELS Missions Endowment or more directly to the Home Missions or World Missions endowment funds.

WELS ORGANIZATIONS AND CHURCHES

WELS Foundation also manages endowment funds for individual congregations, schools, and organizations to benefit ministry locally.

A WELS Christian giving counselor can assist with setting up an endowment and help churches with promoting current and estate gifts to the fund. Call 800-827-5482 for more information.

As of June 30, 2018, WELS Foundation administered 309 endowment funds.

	2018	2017	2016
Opening Balance	\$ 78,866,058	\$ 70,465,335	\$ 23,756,822
Gifts Received	2,277,586	2,147,713	4,626,418
Net Investment Income (Loss)	6,080,007	8,614,988	1,143,610
Transfers In	0	0	42,123,563
Charitable Distributions	(2,852,494)	(2,361,978)	(1,185,078)
ENDING BALANCE	\$ 84,371,157	\$ 78,866,058	\$ 70,465,335



Financial summary

Summary financial information for the fiscal years ending June 30, 2018, 2017, and 2016.

	AS OF JUNE 30, 2018	AS OF JUNE 30, 2017	AS OF JUNE 30, 2016
ASSETS			
Investments, cash, and cash equivalents	\$ 140,094,158	\$ 135,037,260	\$ 128,673,828
Property held for sale, life insurance, bequest, and other receivables	2,461,529	2,967,891	2,946,453
Total Assets	\$ 142,555,687	\$ 138,005,151	\$ 131,620,281
LIABILITIES AND NET ASSETS			
Accounts payable and accrued expenses	\$ 26,491	\$ 409,148	\$ 71,990
Gift annuities and trusts payable	24,904,404	25,879,632	24,554,333
Liabilities to outside beneficiaries	13,878,362	13,215,157	11,214,000
Investments held for WELS and schools	51,105,243	48,055,498	43,772,026
Net assets and funds held for WELS and WELS subsidiaries	52,641,187	50,445,716	52,007,932
Total Liabilities and Net Assets	\$ 142,555,687	\$ 138,005,151	\$ 131,620,281
SUPPORT AND REVENUES			
Gifts, memorials, and bequests	\$ 2,806,128	\$ 2,821,533	\$ 2,057,831
Net investment and rental income	5,434,838	8,133,330	2,471,444
Trustee and administrator fees	621,846	687,297	645,756
Decrease in split-interest gift agreements	(1,546,086)	(4,588,993)	973,592
Total Support and Revenue	\$ 7,316,726	\$ 7,053,167	\$ 6,148,623
DISTRIBUTIONS AND EXPENSES			
Administrative expenses	\$ 575,838	\$ 585,958	\$ 630,331
Program expenses	604,546	598,530	641,520
Distributions to WELS and WELS subsidiaries	3,940,871	7,430,895	4,733,585
Total Distributions and Expenses	\$ 5,121,255	\$ 8,615,383	\$ 6,005,436
CHANGE IN NET ASSETS	\$ 2,195,471	\$ (1,562,216)	\$ 143,187
NET ASSETS, BEGINNING OF YEAR	\$ 50,445,716	\$ 52,007,932	\$ 51,864,745
NET ASSETS, END OF YEAR	\$ 52,641,187	\$ 50,445,716	\$ 52,007,932

A person is seen from behind, sitting in a white canoe on a body of water. The sun is low on the horizon, creating a warm, golden glow over the scene. A large, dark paddle is visible in the foreground, partially submerged in the water. The water's surface is rippled with small waves.

Governing body

The services of WELS Foundation are managed by a volunteer board of directors. All directors are dedicated communicant members of WELS congregations; they know the grace of our Lord Jesus Christ and want to help their fellow believers honor our Savior with their gifts so more people come to know God's salvation. (Directors are elected to four-year terms by the WELS Synodical Council.)



Board members



MARK MAURICE

Chairman

term expires June 30, 2019
(Southeastern Wisconsin District)



TIMOTHY BOERNEKE

Vice chairman

term expires June 30, 2019
(Western Wisconsin District)



MICHAEL BRERETON

Secretary

term expires June 30, 2021
(Michigan District)



NATHAN BIRKHOLZ

Director

term expires June 30, 2020
(Minnesota District)



REV. JONATHAN KOLANDER

Director

term expires June 30, 2019
(Arizona-California District)



MIKE KRUEGER

Director

term expires June 30, 2019
(Minnesota District)



SCOTT NEITZEL

Director

term expires June 30, 2019
(Western Wisconsin District)



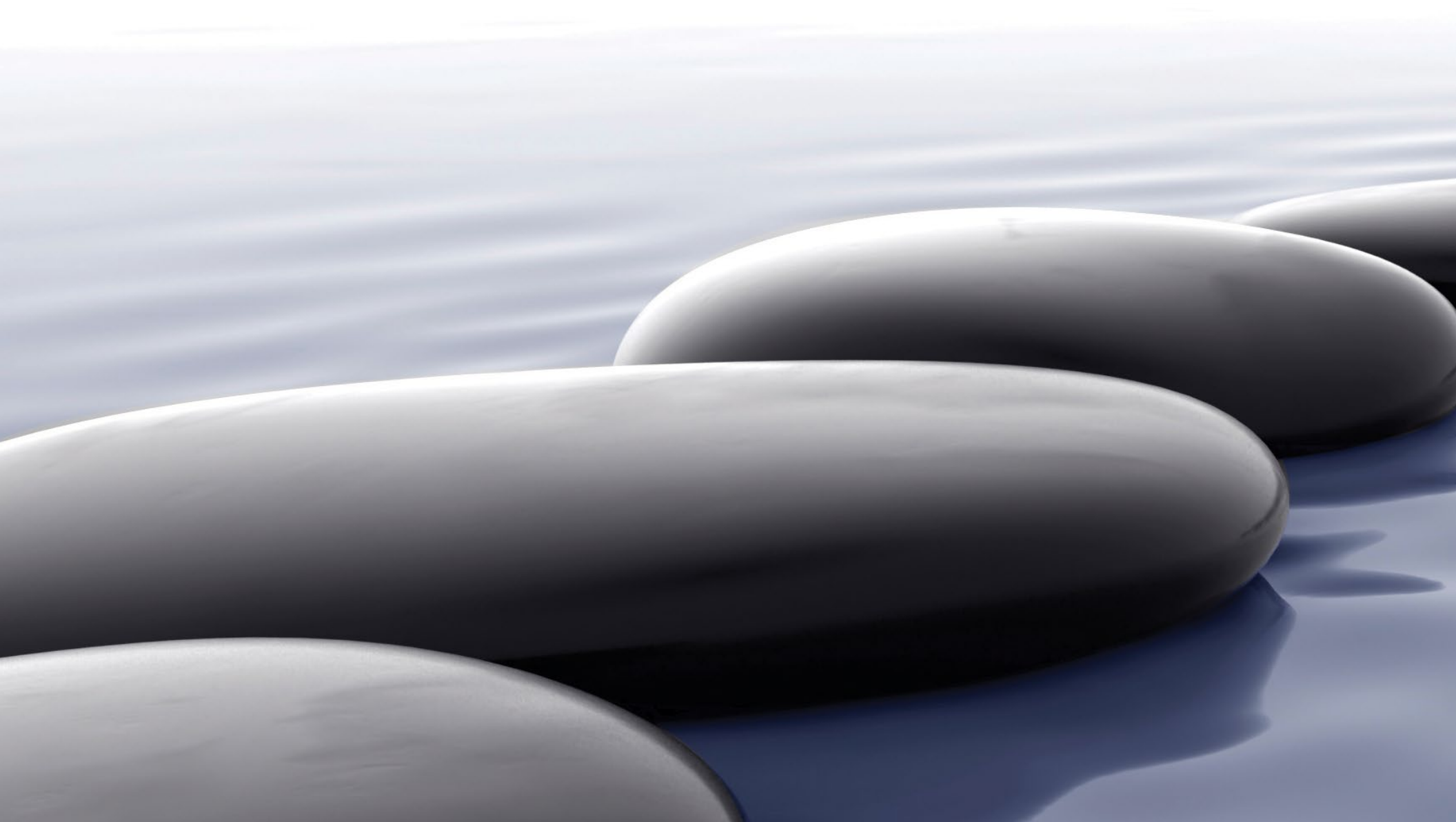
TODD POPPE

Ex-officio member

WELS Chief Financial Officer



N16W23377 Stone Ridge Drive
Waukesha, WI 53188-1108



Not new ... not even re-invented ... but so very exciting ... and extremely efficient ... the best value for your dollar!



Even though the **Central Africa Medical Mission** began as an outreach tool for our first WELS missionaries in northern Rhodesia, the necessity and impact of our medical clinics are just as great in 2019 as in 1961.

Our clinics continue to touch the lives of thousands each month who would receive little to no healthcare otherwise. Our mission statement is "Christ-centered Healthcare Supporting Gospel Ministry". The Lord places hundreds of individuals at our doors each day; these are individuals in need of spiritual and physical healing. What a golden opportunity!

Exciting? Oh yes. Did you know a staff of 10-13 nationally trained medical professionals climb in our Toyota Landcruiser ambulance 4 days a week, along with supplies and medications, to travel to outlying villages? The Lutheran Mobile Clinic is unique in our method of delivering healthcare. Despite recent heavy rains and dangerous road conditions, our staff arrives each day ready to provide services with dignity, respect, and Christian love. One of our clinics has been chosen to be part of the Malawi health pilot for the malaria vaccination program administered to children under 2. The program requires 4 doses of medication and preventive education for the families.

In Zambia, the Lutheran Mission Rural Health Centre prepares to expand to the new building. An increase patient load requires more staff and more space. A nationally trained Clinic Administrator has been hired to assist Jackson Kalekwa, Chief Clinical Officer, with duties that Missionary Dan Sargent and Lutheran Mission Zambia performed prior. The new Administrator is a LCCA member, as is Jackson and 3 additional new hires. This will provide a solid Lutheran management at the clinic for the future.

While the clinics continue to expand services, the Lord has opened the hearts of many to support the work of the Central Africa Medical Mission. You see ... we operate solely on donations. Approximately \$300,000 employs 2 ex-pats, 30 nationals, their benefits and also purchases the needed supplies such as fuel and medications. We are reminded how the Lord stretched out the blessings of the loaves and fishes. Our Lord's work is never done and we are thankful to be a small piece of his mission work in Zambia and Malawi.

Be sure to check out the Central Africa Medical Mission at www.camm.us for updates.
Like us at facebook.com/camm.wels

Each WELS congregation should be receiving a monthly CAMM letter written by either our Zambia or Malawi staff. If not, contact Cheryl Valus, our Contact Woman Coordinator at cwc.camm@gmail.com to find your local representative or Linda Liesener, Development Coordinator at cammcontact@charter.net

CAMM presentations are also available for your congregation, ladies groups, OWLS, or schools by contacting Linda.

WISCONSIN LUTHERAN COLLEGE

ADMISSIONS INFO GUIDE

Spring 2019



DISCOVER YOUR **WHY** *Live your purpose*



WLC.EDU



At Wisconsin Lutheran College, you'll be prepared for life's critical moments, ready to step into your unique purpose. Our nationally ranked Christian college experience provides you with a robust liberal arts education, offering a professional and meaningful advantage in today's workplace. We'll deliver an academic and faith experience that activates your potential.

From the President

Dear Future Doctor - Artist - Scientist - Musician - Teacher - Difference Maker,

What a joy I have to send out equipped Christian servant leaders into the world to influence and impact their workplaces, communities, families, and churches. On the next few pages, we introduce you to Wisconsin Lutheran College. You'll find a college rooted in Jesus' truths - faithful in purpose - providing an academic and faith experience that prepares our students to see their potential and purpose in everyday life and work. Our students discover their WHY so they can lead in ways that are powerful and world changing.

When you enroll at Wisconsin Lutheran College, you'll identify your strengths and explore academic and career pathways that provide a knowledge of world, self, and purpose. You'll gain the skills to tackle authentic challenges through service, undergraduate research, clinical experiences, and professional internships. You'll graduate with a meaningful advantage in today's workplace.

Take the time to browse these next few pages and ponder on the difference our students are making in the world. Then, consider for yourself your unique purpose - your WHY - and ask yourself, "Am I prepared to humbly lead in ways that make a positive difference in history?" I wholeheartedly believe that you would graduate from Wisconsin Lutheran College ready to surprise the world with a sense of purpose and confidence - as a bold Christian leader desperately needed in our world today.

In Christ's service,

A handwritten signature in cursive script that reads "Daniel W. Johnson".

Dr. Daniel W. Johnson
President, Wisconsin Lutheran College



ACADEMIC *programs*

Let's face it: When it comes to finding the right college, you have high standards - and rightfully so! That's why we're excited to share with you our nationally ranked academic experience - fueled by Christian faith and an authentic desire to serve our students - that'll provide you with a meaningful advantage in your future career.

MAJORS

Accounting*
 Anthropology*
 Art & Graphic Design*
 Biochemistry
 Biology*
 Business Administration*
 • Finance
 • General Business
 • International Business
 • Management
 • Marketing
 Chemistry*
 Communication*
 • Business Communication
 • Communication Studies
 • Media & Journalism Studies
 • Public Relations

Computer Science*
 Criminal Justice*
 Education
 • Early Childhood
 • Elementary Education
 • Secondary Education
 • Special Education
 English*
 • Literary Studies
 • Writing
 Environmental Science
 History*
 Human Social Services
 Interdisciplinary
 Marine Biology*
 Mathematics*

Music*
 Neuroscience*
 Nursing
 Physics*
 Politics and Law
 Psychology*
 Radiologic Technology
 Spanish*
 Sport & Exercise Science
 Sports Management
 Theatre*
 Theology*

** Starred majors can also be minors*

DUAL-DEGREE OPPORTUNITIES FOR INCOMING FRESHMEN

3+3.3 Chiropractic
 (Doctor of Chiropractic)
Palmer College of Chiropractic

4+4 Dental Medicine
 (Doctor of Dental Medicine)
Lake Erie College of Osteopathic Medicine (LECOM)

3+3 Law
 (Juris Doctor)
Marquette University Law School & Concordia University School of Law

3+2 Occupational Therapy
 (Master of Science in Occupational Therapy)
Washington University School of Medicine

3+4 Optometry
 (Doctor of Optometry)
Illinois College of Optometry

3+4/4+4 Osteopathic Medicine
 (Doctor of Osteopathic Medicine)
Lake Erie College of Osteopathic Medicine (LECOM)

3+3 Pharmacy
 (Doctor of Pharmacy)
Medical College of Wisconsin Pharmacy School

3+3 Physical Therapy
 (Doctor of Physical Therapy)
Rosalind Franklin University

3+4 Podiatry
 (Doctor of Podiatric Medicine)
Rosalind Franklin University

Engineering
 (Bachelor of Science-Engineering)
University of Wisconsin-Milwaukee

PRE-PROFESSIONAL PROGRAMS

Pre-Athletic Training
 Pre-Chiropractic
 Pre-Dental
 Pre-Engineering

Pre-Law
 Pre-Medicine
 Pre-Occupational Therapy
 Pre-Optometry

Pre-Pharmacy
 Pre-Physical Therapy
 Pre-Veterinary Medicine



A NATIONAL COLLEGE OF DISTINCTION

This designation is given to select schools to honor their excellence in student-focused higher education. Selected schools excel in four areas: engaged students, great teaching, vibrant communities, and successful outcomes.

UNDECIDED? THAT'S OKAY!

Don't worry! You're not alone. We offer a robust liberal arts experience that allows you to explore a variety of academic areas. Since you won't declare a major until your sophomore year, there's plenty of time to take a variety of courses to help you discover your passions, identify your strengths, and narrow your focus.



STUDENT *life*

Your experience at WLC extends far beyond the classroom, whether you live on campus or commute from home. Our campus community is warm, welcoming, and full of energy.

With two-thirds of our full-time students living on campus, our residence halls are always buzzing with activity! While living on your own may be a new experience, our residence halls are ranked as some of the best in the country, and our students love living on campus.





There is always something exciting happening on the WLC campus. Whether it's intramurals, choir, band, theatre, service projects, or clubs, you'll have plenty of chances to **FIND YOUR PASSION AND GET INVOLVED.**



1,200
TOTAL ENROLLMENT

45+ Clubs & Orgs

Art Club
Breakfast Book Club
Creative Writing Club
eSports
Investment Club
Outdoor Recreation Club
Pre-Law Society
Sisters in Service
Student Nursing Association
Ultimate Frisbee Organization
... and much more!



ATHLETICS



WARRIORS

More than one-third of our students compete in at least one of our 18 NCAA Division III sports.

WOMEN'S SPORTS

Basketball
Cross Country
Golf
Soccer
Softball
Tennis
Track & Field
(Indoor/Outdoor)
Volleyball

MEN'S SPORTS

Baseball
Basketball
Cross Country
Football
Golf
Soccer
Tennis
Track & Field
(Indoor/Outdoor)

WE WOULD LOVE FOR WISCONSIN LUTHERAN COLLEGE TO BE YOUR HOME FOR THE NEXT FOUR YEARS.

Stop by and take a look around. Our student ambassadors would be glad to show you the campus! To schedule a visit or learn about upcoming Admissions events, call 414.443.8810 or visit wlc.edu/visit.



STUDENTS COME FROM **35** STATES AND **7** COUNTRIES



average
class
size

18



3.44

average high school GPA

student-faculty
ratio

12:1



23.3

average
ACT



ADMISSIONS PROCESS & GUIDELINES

- We welcome applications after completion of a student's junior year in high school
- Admissions decisions are made on a rolling basis
- Prospective students are notified of admittance upon completion of the admissions process:
 - Completed free online application
 - Official high school transcript
 - Official ACT or SAT score report
[WLC's ACT code: 4699 - WLC's SAT code: 1513]
- Priority for course registration and housing assignments is given to students who have paid their \$300 deposit by May 1 (\$200 if commuting from home)

2019-2020 *Merit Awards*

Students must be first-time, full-time freshmen and admitted by May 1 for scholarship consideration. Students admitted after this date will be considered on a space-available and funds-available basis. Consideration for these awards is automatic, and no additional scholarship application is required. Students selected for merit-based scholarships are notified by the Office of Admissions at the time admissions notices are sent.

PRESIDENTIAL SCHOLARSHIP ————— **\$15,000**

This scholarship is renewable each year by maintaining a GPA of 3.0 at Wisconsin Lutheran College, for a **lifetime value of \$60,000**.

ACADEMIC SCHOLARSHIP ————— **\$13,000**

This scholarship is renewable each year by maintaining a GPA of 2.75 at Wisconsin Lutheran College, for a **lifetime value of \$52,000**.

COLLEGIATE SCHOLARSHIP ————— **\$11,000**

This scholarship is renewable each year for students who remain in good standing at Wisconsin Lutheran College, for a **lifetime value of \$44,000**.

FOUNDATION SCHOLARSHIP ————— **\$7,000**

This scholarship is renewable each year for students who remain in good standing at Wisconsin Lutheran College, for a **lifetime value of \$28,000**.

Merit-based scholarships are based on your highest ACT/SAT score(s) and cumulative high school GPA. Cumulative GPA is based on an unweighted 4.0 scale. SAT score is comprised of critical reading and math scores. For more information about scholarships, including awards for transfer students, contact the Office of Admissions.



JUNIOR/SENIOR CHECKLIST

- ☐ Explore our academic program options.
- ☐ Visit campus.

SENIOR CHECKLIST

- ☐ **Complete your free online application for admission at wlc.edu/apply.**
- ☐ Submit your ACT/SAT scores and high school transcript.
- ☐ Complete your FAFSA (available October 1) at fafsa.gov and have your results sent to WLC (FAFSA code: 014658).
- ☐ Submit WLC's Financial Aid Application.
- ☐ Submit your Enrollment and Housing Deposit.
- ☐ Attend the President's Welcome Luncheon.
- ☐ Watch your email and mailbox for information about Warrior Orientation and Welcome Weekend!



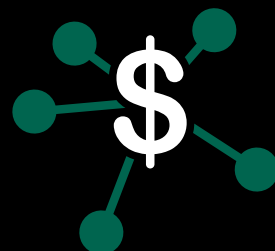
FINANCIAL AID

- Tuition and fees for 2019-2020: \$30,850
- Room and board for 2019-2020: \$10,496
- 99% of full-time students are awarded some type of financial aid
- Priority for financial aid is given to FAFSA applications received by November 1



99%
RECEIVE
FINANCIAL AID

We are so eager to invest in our students, that last year we awarded more than \$14 million in scholarships, resulting in WLC being ranked 13th among regional colleges in the Midwest on the *U.S. News & World Report* Best Value Schools list.





WISCONSIN LUTHERAN COLLEGE



Stop by and
EXPLORE
 why WLC
 is **THE**
PERFECT
FIT for you.



8800 West Bluemound Road, Milwaukee, Wisconsin 53226

PHONE: 414.443.8811

EMAIL: admissions@wlc.edu

WEB: wlc.edu/admissions

FINANCIAL AID: wlc.edu/fa

SCHEDULE A VISIT: wlc.edu/visit



PREPARING... FOR THE GENERATIONS TO COME

2019

*SEW District
Conference Report*

PRESENTED BY

*Christian Life
Resources*



*Preparing... for the
Generations to Come*

FOREWARNED IS FOREARMED

As we observe the profusion of moral decline and perversity around us, one might be inclined to say, "Nothing surprises me anymore!" Don't be so sure.

As students of Scripture, we know that as time passes, there is a growing abundance of wickedness and a corresponding lovelessness (Matthew 24:12). It should not surprise us, therefore, to see the moral decline and perversity. What can surprise us, however, are the forms of immorality we see society quickly accepting.

The secular response is to fight the slide into immorality with political elections, tight legislation, and conservative judicial rulings. For the good of others, we favor such efforts, but that is not where our hope lies (Psalm 146:3).

The primary objective of every Christian is to spread the Gospel message of salvation through

Jesus Christ. We are to communicate God's eternal solution to sin and suffering. We are not to change the hearts of others. The Holy Spirit does that. We are the messengers. To do that we must meet people where they are at spiritually. Often that means they hold to or practice the immorality that offends us.

It is the work of Christian Life Resources to use the challenging life and family issues of our time, and the times to come, as bridges to establish a relationship and share the message of salvation through Christ. While the erosion of morality, the assaults on traditional marriage, and the villainizing of contrary voices will be formidable challenges for the generations to come, they also provide opportunities for informed Christians to engage others with conversations about eternity, sin, and salvation.



ABORTION

The polarizing nature of the abortion issue is evident as states like New York stake claim to the most liberal abortion laws in the nation, while others like Alabama pass the most conservative laws. The surge in state legislative activity is legal posturing in anticipation of the U.S. Supreme Court revisiting its infamous 1973 *Roe v. Wade* ruling which legalized abortion throughout the pregnancy in all 50 states and U.S. territories. The Court seems poised to overturn *Roe v. Wade*, which will revert abortion to a state-rights issue. As such, the battle to protect the lives of unborn children will focus perennially on state elections, legislation, and referendums.

The Exception Clause

Some people worry that the typical “exception clause” in opposition to abortion “except to save the mother’s life” is obsolete. Although a mother’s life pitted against her unborn child’s life remains a small percentage of all pregnancies (at less than 1%), it is a possible dilemma. The “exception clause,” however, admittedly fails to express the real intent.

The Wisconsin Evangelical Lutheran Synod, in its 2011 abortion resolution, better expressed that intent when it stated,

...in those extremely rare circumstances in which a pregnancy directly endangers the physical life of the mother, or the mother’s condition directly endangers the life of her unborn child, we call for action towards preserving both lives however possible or preserving at least one life when preserving both lives is not possible;

INFANTICIDE

Within a decade of legalized abortion, some American hospitals passively practiced infanticide by permitting disabled newborn children to die through neglect – under the guise of unwantedness. Killing unwanted disabled children is legal in the Netherlands under the infamous Groningen Protocol. Parents, in consultation with their doctor, can weigh the quality of a disabled newborn child’s life. If the child’s disabilities are determined to be severe, parents may authorize the doctor to terminate their child’s life.

The infanticide debate is again raging in the United States. As states debate new abortion laws, the question arises, “What if a child, intended for abortion, is born alive?” Politicians supporting abortion rights are often hesitant to favor legislation requiring care for the newborn. While none have come out expressly endorsing the termination of the life of a newborn intended for abortion, the double-speak raises serious concerns.

GENE-EDITED BABIES

The development of CRISPR technology has raised the possibility of editing the foundational genetic code of human beings. Specifically, no one knows how changing the DNA today to eradicate a potential health malady, will affect future generations who inherit the altered genetic code. There is a concern that rogue scientists are experimenting outside of peer review and ethics oversight. A Chinese doctor, He Jiankui, announced in late 2018 of his use of CRISPR to edit the DNA of developing twins to enhance their resistance to HIV. Southern University of Science and Technology in Shenzhen, in China's Guangdong province, fired Jiankui for this action, but many people fear such rogue research continues with no ethical oversight.

BIRTH CONTROL

There remains substantial confusion about the nature of acceptable birth control use. The matter involves both motive and method. It has been the position of CLR that with the proper motive, birth control of some sort may be considered. The method of birth control, however, becomes an important issue. Combination hormonal birth control remains classified as a Group 1 carcinogen by the World Health Organization. The FDA continues to claim hormonal birth control operates with a third mechanism that is abortifacient.

TRANSPLANTS

The success of organ transplantation has created an organ shortage. In an effort to meet this challenge, researchers continue to experiment with stem cells (typically, adult stem cells) to grow replacement organs, 3D manufacturing to construct replacement organs, and xenotransplantation to take organs from certain animal species.

Some people fear that by agreeing to release their organs upon death for transplantation into others, doctors will take the organs before they are dead. Hypothetically that is a possibility, but legally it remains a criminal offense.

END-OF-LIFE CONCERNS

CLR continues to offer state-customized versions of its Christian Medical Directive Statement as a free download on our website.

The national office continues to receive inquiries about the appropriateness and circumstance in authorizing a Do Not Resuscitate (DNR) order. We also regularly answer questions about levels of treatment for terminal conditions.

Lately, we have also received questions about the appropriateness of cremation, natural burial, and body donation for science.

GENDER ISSUES

The sudden and pervasive embrace of gender-choosing, despite biological realities, has caught many unprepared. People who identify as “transgender” are those who identify with a gender other than theirs at birth. Those who identify as “transgender” who suffer related emotional distress are said to suffer from “gender dysphoria.”

The reality of these issues is undeniable. We see it in our schools and congregations. At one time, professional counselors worked with those identified as transgender to bring their identity in line with their biological reality. Today, in states like California, such counsel is forbidden. Instead, society’s emphasis is that those identifying as transgender are to be counseled to accept their new identity despite their biological reality. In many cases, these people pursue gender-switching surgery combined with hormone treatments.

It is becoming increasingly common for congregational members to report relatives who identify as gay or transgender.

Some pastors report that they have had repentant gender-switched individuals wanting to return to active participation in the congregation yet are unable to undergo a reverse restorative surgery.

CLOSING COMMENTS

Pastor Robert Fleischmann is returning full-time as the National Director of CLR on July 1, 2019. He split his time as the National Director of CLR and as a parish pastor at his congregation in Slinger, WI, following the unexpected death of its pastor and CLR board member, Pastor David Hein, in February 2014. Pastor Fleischmann will continue his schedule of preaching and presenting for CLR across the country but will focus a majority of his attention on more writing on the issues and preparing a succession plan.

We also acknowledge the unexpected passing of our board member, Mr. Art Naujock, this past April. Art was very involved with our Michigan Chapter and was a valued member of the CLR team. We mourn his passing yet we celebrate his gain in Christ.



Institutional Ministries

Sharing hope with those who need it most!

2019 SEW Conference Report

Thank you, brothers, for your faithful partnership in the Gospel. A continuing joy of this ministry is the privilege of working side by side with you, sharing your struggles, and aiding you in the areas where we can provide help. As we look forward to another year together, it comes with some unexpected surprises.

WI Department of Corrections Changes

Our ministry has been informed by Wisconsin's Department of Corrections that parish pastors who want to visit their own members who are incarcerated will be classified as "volunteers." As such, pastors will need to meet the following requirements:

1. They will need to fill out paperwork, including emergency contact information, at each institution where they want to visit members who are incarcerated.
2. They will need to go through "Volunteer Orientation" once each calendar year. That orientation, which will be offered at various institutions on dates set by the institution, will be valid for the entire system, and not just the institution at which the orientation was held.
3. They will need to be finger printed once every five years. Opportunities to be finger printed will be at locations and on dates which will be chosen by the Department of Corrections or a particular prison. Appointments will need to be made to be finger printed.

If a pastor fails to meet one or more of these requirements, then his request to schedule a "pastoral visit" with a member could be put "on hold" until all requirements have been met.

If you have any questions or would like a fuller explanation of these changes, please contact Pastor Charlie Iles, who serves as one of our IM chaplains. You may telephone him at (920) 262-0261 or e-mail him at Charles.Iles@IM.Life

Incarceration Follow-Up

We want you to understand how to best serve your incarcerated member or friend.

- Make us aware that the individual exists in the system. We will do everything we can to follow his/her movement.
- We want to begin serving the individual as soon as he/she arrives at the local jail. Please notify us immediately, and inform us if you know of prisoner movement, whether it's about to happen or has already happened.

- After sentencing, the person generally is moved from county jail to state prison. At that point, a number is assigned, **and provided that we have been notified that the person is in the system**, we can track progress.
- At this point, “fraternization” rules apply to the IM chaplain. He is supervised by and responsible to the WI state chaplain. He cannot call, write a letter to, send an email, or in any other way correspond with or engage in a personal relationship with the prisoner or the family. This is where the role of the Executive Director comes into play. A letter is written, signed by the Ex. Dir, and sent from the IM office, informing the prisoner that we are aware of the transfer, and informing him/her of the ways we can serve. Every time that the prisoner is moved in the coming weeks and years, we will send another letter, informing the individual of the options available to him/her at the new facility.

Road Building, Reporting and Reimbursement

Thank you to every pastor and lay person who acts as a modern-day John the Baptist, building a highway--our God’s work in hearts. A new reporting sheet has been prepared again this year. It has been expanded to be an all-in-one tool.

- to report the prisoners either under your care or no longer at the institution(s) you serve;
- provide stats for our ministry; and
- to apply for reimbursement. Without your feedback, we are unaware of prisoner movement, and lose opportunity to continue serving the individual.

Your Role is Vital

The most troubling day of my tenure at IM was the day I learned about a funeral at one of our churches. The man was a prisoner who had died in prison, after decades behind bars. I learned about him because of the church funeral. No family members and no pastors had informed IM of the man’s presence in prison. As time went on, I assume pastors assumed that previous pastors had done that. The majority of the prisoner’s time was spent in prisons visited weekly by Pastor Charlie Iles. Yet we were unaware of him. In all those years, we never served him with the Gospel. Please don’t assume we know. Make sure.

First Responder Support

Institutional Ministries is inviting officers to get together for strength, support, and healing, at a confidential place where they can talk and debrief together with other WELS first-responders. Please help us get the word out by sharing the *attached* invitation with your congregation.

Thank you for being a blessing!

Phil



Institutional Ministries

Sharing hope with those who need it most!

Calling First-Responders

Thank you! You put yourself on the line daily to bring a vital blessing to the community. You support us. But are you getting the support you need? Institutional Ministries is inviting officers to get together for strength, support, and healing. We want you to have a confidential place to talk and debrief together with other WELS first-responders.

The initial assumption: We will plan a monthly meeting. You will have 15 minutes to meet and greet. We will take an hour to discuss, debrief, and provide mutual support. Then there will be a 15-minute devotional focus to give you strength, followed by an opportunity to ask questions and make application to the devotional time. Total time investment will be about 1 ½ hours.

Place and time are negotiable, but we will begin with a meeting in the Oconomowoc area. When you respond, please offer your first and second choice:

- Monday 8:30-10:00 am
- Monday 7:30-9:00 pm
- Thursday 8:00-9:30 am
- Thursday 7:00-8:30 pm

If you need a bit earlier, later, or want to suggest another time or day, let us know.

Your host is Pastor Philip Henselin. He has chaplaincy credentialing through both WELS Chaplaincy and the International Conference of Police Chaplains. For seven years, he volunteered with the Rockford Illinois, Police and Fire, before accepting the call to be the Executive Director of Institutional Ministries, a WELS para-synodical. He is passionate about providing support for those who support our communities.

If you have interest or would like more information, please contact Pastor Phil Henselin.

You can email, text, or call.

Email: Philip.Henselin@IM.Life
Office Ph: 414-259-4372
Cell/Text: 815-505-0198

The Association of WELS Chaplains (TAWC)

Originally The Association of WELS Chaplains was to promote communication between and additional training to WELS and ELS pastors who serve as full-time or part-time chaplains ministering to those serving in the military, those confined in hospitals, and those living in penal institutions, nursing homes and other residential institutions.

Today the opportunities to serve as chaplains is much broader and includes not only full-time and part-time paid staff but also volunteers and lay people in the areas previously mentioned and in addition fire departments and police departments.

The purpose of The Association of WELS Chaplains (TAWC) will be redefined to offer those engaged in chaplaincy and related pastoral ministries the following:

1. An opportunity for fellowship
2. A means of participating in the professional experience of others and those in related fields
3. A program for the advancement of knowledge in the field of chaplaincy
4. A means to promote the growth and recognition of spiritual care in our facilities and agencies
5. A means to encourage dialogue with other institutions served by chaplains and to include them in our conferences and education programs

The Association of WELS Chaplains holds an annual conference on the first Friday of February from 9:00 a.m. until 3:00 p.m. with lunch included in the cost of the conference.

The 2020 conference will be held on February 7, 2020 and the topic will be *Chaplains Care for Abused and Addicted Souls*.

For further education in the field of chaplaincy please search for the WELS Chaplain Certification Program by going to the Martin Luther College website, under Academics click on Continuing Educations, on Programs and look for the Chaplain Certification program for a full list of courses or follow the link below.

<https://mlc-wels.edu/continuing-education/wels-chaplain-certificate/>



HEALING & HELPING

MINISTRY UPDATE—SPRING 2019



PASTOR MATTEK'S 2019 PREACHING SCHEDULE

6/2	Siloah Milwaukee, WI
6/9	Hope Irmo, SC
6/16	Fount of Life Colorado Springs, CO
6/23	Shepherd of the Plains Fort Morgan, CO
6/30	Lincoln Heights Des Moines, IA
7/7	Grace Scroggins, TX
7/14	Divinity-Divine Charity Whitefish Bay, WI
7/21	Christ West Salem, WI
7/28	Shepherd of the Lakes Fairmont, MN

If you would like Pastor Mattek to preach at your church, contact him at jmattek@wlcfs.org or **414.254.3916**.

As a resource to individuals, families, churches, and schools, **our Christian counselors provide an array of educational presentations on timely topics**, designed to help individuals and families live healthier, more balanced lives. These presentations can be given to church, school, and community groups.

Presentations are available in person throughout most of Wisconsin, parts of Michigan and Minnesota, and via live video anywhere in the country or world.

We have some availability yet for the spring/summer. We are starting to book presentations now for fall, especially for school and parent groups. You can reserve your spot by contacting us at presentations@wlcfs.org.

We have a wide array of presentations. Here is just a small sampling:

- Anxiety and Depression in Children & Teens
- Resilience: Bend, Don't Break
- Social Media and Our Teens
- Standing Up to Bullying (for grade schools, high schools, teachers, and parents)
- Managing Stress & Anxiety
- Vaping
- Suicide and self-harm presentations
- Addiction presentations

Visit our website at www.christianfamilysolutions.org/resources/educational-presentations/ to view all of our available presentations.

To request a presentation and learn about pricing, please call **262.293.9371** or e-mail presentations@wlcfs.org.

OUR HEALING & HELPING MINISTRIES

Services Offered at WLCFS-Christian Family Solutions

Even though we promote our services as Christian Family Solutions, our legal name remains **Wisconsin Lutheran Child & Family Service, Inc.** Our mission also remains the same: "healing and helping people in need through the ministry of Jesus Christ."

INTENSIVE OUTPATIENT PROGRAMS

Offering a higher level of counseling care

What is an Intensive Outpatient Program (IOP)?

Sometimes more intensive group counseling services are needed for those with deeper issues.

Our Intensive Outpatient Programs are unique in that they include a faith-based component to treatment.

IOP basics

- 3-hour group sessions, typically held 3-4 days per week
- Average group size: 6-10 members
- Treatment methods include Cognitive Behavioral Therapy (CBT) & Dialectical Behavior Therapy (DBT)
- Programs are available for adults and teens

What programs are currently offered?

Dual-Diagnosis Programs—For those who struggle with addiction coupled with mental health issues

Mindfulness-Based Programs—For those who struggle with depression, anxiety, trauma, and other mental health issues

Where are the programs located?

Programs are currently offered in Brookfield and Appleton, WI and Lakeville and Mankato, MN. Please contact us or check our website to see availability.

What are the steps to get started?

Please contact us at **800.438.1772**. For additional information, visit **ChristianFamilySolutions.org**.

COUNSELING SERVICES

What sets our counseling apart from others?

Our counseling services combine evidence-based therapeutic practices with the strength and comfort found in God's Word.

There are three ways to receive counseling:

Counseling Clinics—Counseling services for all ages in our community clinics and for students at our grade school, high school, and college clinics

Video Counseling—Counseling via secure video in select states

Member Assistance Program—A customized way for churches, schools, and organizations to provide counseling services for their members (in person at our clinics or via secure video from anywhere)

Visit our website for clinic and program locations.

CHILD & ADOLESCENT DAY TREATMENT PROGRAMS

Many children and adolescents struggle with undiagnosed mental health and behavioral issues, which can prevent them from learning and functioning in school and in their lives. Children and adolescents in our day treatment programs work with our team of professional staff for 3 hours per day, 5 days per week. The goal is to help them work through their issues so they can thrive academically, socially, and spiritually.

*For more information about all of our programs and services, please call **888.685.9522** or visit our website at **www.ChristianFamilySolutions.org**.*

SENIOR SERVICES

Christian Family Solutions is blessed to have senior living options. We offer both assisted living and home care.

Through our home care program, our compassionate and experienced caregivers provide individuals with assistance in their homes to help make their lives easier, while helping maintain the highest level of independence.

*Learn about our senior care services by calling **888.685.9522**, or visit our website at **www.ChristianFamilySolutions.org**.*



Chaplains in Schools

Milwaukee, WI

www.chaplainsinschools.org

Mission: To disciple for Christ the families of scholars attending schools where there is no active family ministry.

[Chaplains in Schools](#) (CiS) is a new WELS affiliated ministry to the students and their families and teachers of independent, Christian schools that are not directly associated with a church.



Services we offer to schools:

- Leading school chapel services
- Reaching out to families to listen and offer prayers
- Leading Bible studies with staff and families
- Talking one-on-one with students, families, and parents
- Connecting with community and families at events
- “[Christ for Disciplers](#)” podcast

Schools with which CiS is currently working:

- HOPE Christian School: Fidelis
- HOPE Christian School: Prima
- Shining Star School-Capitol Campus
- Shining Star School-Fairview Campus
- Kingdom Prep Lutheran High School
- Center for Urban Teaching 18 summer school sites

For more information, contact

Rev. Dr. Paul Steinberg, Executive Director
414-530-0476, psteinberg@chaplainsinschools.org

Mr. Paul Berger, Director of Mission Advancement
262-719-5120, pberger@chaplainsinschools.org



Find us on 

Ministry Update June 2019

- Trained nine Chaplain Interns for 18 Center for Urban Teaching Summer School sites, served over 300 student teachers and about 2000 scholars and their families with the Gospel
- Baptized 196 scholars and family members 2016-2019
- Held monthly worship at HOPE: Fidelis with goal of establishing weekly in 2019-2020 (Community of the Faithful)
- Confirmed our first “member” of Community of the Faithful
- Added full-time Director of Mission Advancement
- Added Kingdom Prep Lutheran High School and Shining Star-Fairview Campus to the schools we were already serving: HOPE: Fidelis, HOPE: Prima, and Shining Star-West Campus
- Served 1426 students and their families and teachers
- Produced “Christ for Disciplers” podcast available on Google Play Music, iTunes, Spotify, and www.christfordisciplers.com
- Engaged 10 parents and staff members in personal Bible study
- Added Seminary Assistants: Mr. Joseph Kasper, Mr. Barton Cox, Mr. Elijah Ehlert, Mr. Matthew Thiel, Mr. Sam Lor, Mr. Eric Zabell who worked in the Spiritual Mentorship Program of Kingdom Prep Lutheran High School
- Added Part-time Chaplains Deacon Tom Hall, Jason Fredrick, and Ron Ballew

A reflection from Erik Zabell, Wisconsin Lutheran Seminary Junior on his work at Kingdom Prep Lutheran High School:

Early in the school year, the chaplains interviewed each of the 50+ students at KPLHS. One student I interviewed did not grow up with Jesus and only started believing in him about 2 years ago in the 7th grade. When I asked him about his relationship with God, he readily confessed that he believed that Jesus died for his sins, but he wasn't sure if he would go to heaven or hell. He was nervous he might not know what to say when God asks him why he should let him into heaven. After I assured him that he could be confident he will go to heaven and that God made sure his baptism was valid, he became so relieved! He has one of the strongest faiths I've witnessed of those in his class, and he has only believed for two years! I meet with him every week and he always talks about how much he loves coming to Bible study and reading about his Savior.

Board Leadership

President: Mr. Barry Spencer

Director of Operations, St. Marcus Lutheran Church, Milwaukee, WI

Mr. Paul Knueppel

Retired Wisconsin Lutheran College Dean and Coach, Milwaukee, WI

Rev. Mark Wagner

District Mission Board, WELS SEW District; Pastor, Our Savior's Lutheran Church, Grafton, WI

Mr. Lance Meyer

Alumni Minister, St. Marcus School, Milwaukee, WI

Ms. Liz Hochtritt (advisory)








Administrator, Mt. Lebanon Lutheran School, Milwaukee, WI

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Ministry is hard. We're here to help.

Resources Include

	Audio Tracks
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	Presentation Slides
	Backgrounds
	Mini Movies
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Resources that help every church, both big and small, create meaningful, high-quality worship experiences.

Resources that make learning and singing hymns exciting, inspiring, and easy for the teacher!

For full details, a free sample media package, or to subscribe, visit our website.

Contact us

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