

WELS VEBA Commission

Member Qualifications and Duties

Essential position qualifications of all boards and commissions:

- Must be an active male member in good standing in a Wisconsin Evangelical Lutheran Synod (WELS) congregation.
- Faithful to the Holy Scriptures and the Lutheran Confessions.
- Supportive of the synod's constitution, bylaws and policies.
- Knowledgeable of the operation and structure of the synod.
- Has demonstrated experience in administration combined with the ability to delegate responsibilities.
- Committed to the work of WELS and the board or commission.
- Has knowledge and skills in one or more areas of board governance and management: finance, investment, trust, legal, etc.
- Willing to embrace the board or commission's mission of leadership in the synod.
- Has a reputation within his profession and the WELS community that would serve to enhance the image of WELS.
- Able to attend quarterly board meetings held at synod administration offices.
- Able to participate in board teleconferences scheduled between the attended meetings.

Additional qualifications specific to WELS VEBA Commission:

- Lay member
 - Well-developed general business background with knowledge of human resources and benefit policy issues, insurance/risk management, legal, actuarial, medical, or financial practices.
 - Willingness and capability to serve at the discretion of the WELS Synodical Council for up to three consecutive four-year terms.
- Called member
 - Certified teacher, staff minister, or pastor in good standing in WELS as determined by the WELS Conference of Presidents.
 - Strong interest and history of serving WELS entities in addition to regular call duties.
 - General interest and knowledge of benefit issues pertaining to WELS workers.
 - Willingness and capability to serve at the discretion of the WELS Synodical Council for up to three consecutive four-year terms.

Duties:

- General
 - Stays informed of commission work through pre-meeting review of minutes and reports.
 - Actively participates in meeting discussion and decision processes.
 - Builds collegial working relationships with other commission members and contributes to consensus-building activities.

- Planning
 - Carries out the work of the commission as specified in the WELS Constitution and Bylaws and the WELS VEBA Group Health Care Plan document.
 - Recommends to the Synodical Council a WELS planning philosophy related to health and welfare benefits and reviews management's performance in achieving it.
 - Annually assesses the external environment related to the commission's work and the WELS strategy in relation to it.
 - Annually reviews plans for funding the benefit planning strategy of WELS.
 - Annually reviews the budget as related to the commission's work and responsibilities.

- Organization
 - Monitors, advises, supports, and, when necessary, recommends to the Synodical Council changes in management of the Benefit Plans Office (BPO).
 - Assures that management succession is properly provided.
 - Assures that the status of organizational strength and manpower planning is equal to the requirements of the long-range goals.
 - Proposes potential commission members to Synodical Council and assists in filling vacancies as needed.
 - Annually reviews the performance of the commission and takes steps to improve its performance.

- Operations
 - Reviews the results achieved by management as compared with the WELS benefit philosophy, annual and long-range goals, and the performance of similar institutions.
 - Is certain that the financial structure of the WELS VEBA Trust is adequate for its current needs and its long-range strategy.
 - Provides candid and constructive criticism, advice, and comments.
 - Approves major actions of the Benefit Plans Office, such as capital expenditures and major program and service changes.

- Audit
 - Assures that the commission and its committees are adequately and currently informed—through reports and other methods—of the condition of the WELS VEBA Trust and its operations.
 - Assures that published reports properly reflect the operating results and financial condition of the WELS VEBA Trust.
 - Determines that management has established appropriate policies to define and identify conflicts of interest and is diligently administering and enforcing those policies.
 - Appoints independent auditors in consultation with the WELS Accounting Oversight Committee.
 - Reviews compliance with relevant material laws affecting the WELS VEBA Trust and operations.