

EMBRACE THE  
**CROSS** ANTICIPATE THE  
**CROWN**  
SYNOD CONVENTION 2023



# WELS Congregational Services

*Report to the 2023 synod convention*

# CONGREGATIONAL SERVICES



## CONGREGATIONAL COUNSELING

Jonathan Hein  
Coordinator of  
Congregational Services



## CS OPERATIONS

Dan Nommensen



## LUTHERAN SCHOOLS

Jim Rademan  
Associate Coordinator of  
Congregational Services



## EVANGELISM

Eric Roecker



## WORSHIP

Bryan Gerlach



## DISCIPLESHIP

Donn Dobberstein



## SPECIAL MINISTRIES

Joel Gaertner



## WELS SCHOOL ACCREDITATION

Paul Patterson



## EARLY CHILDHOOD MINISTRIES

Cindi Holman

## MINISTRY **FOR** YOU

*World Missions*

*Home Missions*

*Ministerial Education*

## MINISTRY **WITH** YOU

*Congregational Services*

*WELS Congregational Services seeks to encourage and equip congregations for faithful and fruitful gospel ministry.*



# Church & School Consultations

**2022 = 12% of WELS congregations**



Self-Assessment & Adjustment Program (SAA)



AXIS Program



Ministry Organization



WELS School Accreditation (WELSSA)

**Goal by 2025 = capacity for 20% of WELS congregations**



Merging for Mission (M4M)



Leader Reflections (coming 2024)



Everyone Outreach (Creating a Mission Culture)



Telling the Next Generation (TTNG)



# Congregational Resources

## MINISTRY TRAINING



**LET'S GO**  
LOVE · LISTEN · LEAD

*(evangelism training)*



**WELCOME**  
*Home*

*(shepherding/elder training)*



**Chaplaincy**  
**Training**

*(prison ministry training)*



**STANDING UP**  
**FOR CHILDREN**  
*A Christian Response to*  
*Abuse and Neglect*



**MM**  
MINISTERING  
to MILLENNIALS



**Mentoring a**  
**Returning Citizen**



# Congregational Resources

## MINISTRY RESOURCES

 CHRISTIAN  
WORSHIP



**WELS  
YOUTH  
NIGHT**



**WHO AM I?**

Your Identity in Christ



congregational  
evangelism kit



**HEART  
IMPRINTS**

A worship resource for children  
in the congregation, school,  
or early childhood ministry

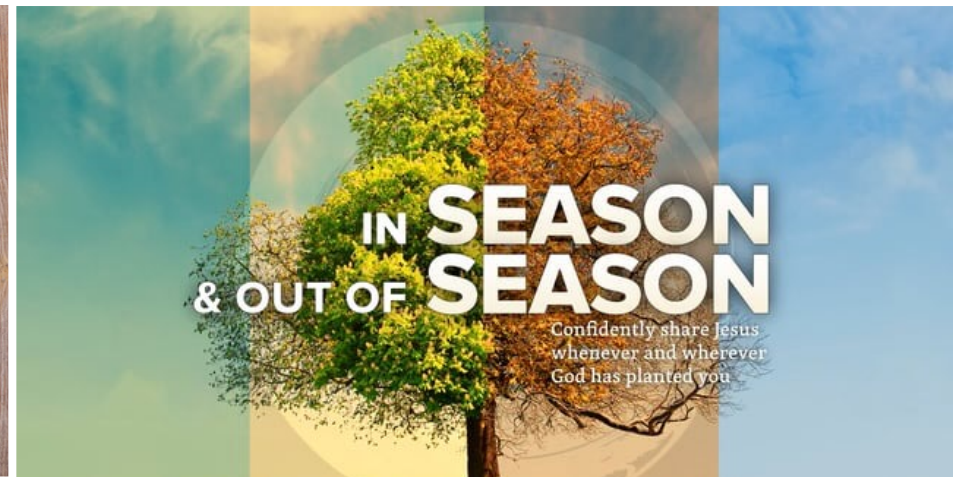
EQUIP WOMEN TO  
*Teach the Word*





# Congregational Resources

## PERSONAL RESOURCES





[welscongregationalservices.net](http://welscongregationalservices.net)

*83,000 engagements in the first year*

- ❖ Worship plans for every week
- ❖ Preacher Podcast for every week
- ❖ Outreach graphics and videos for each series
- ❖ Promotional text for every week
- ❖ Outreach implementation plan
- ❖ School devotions
- ❖ Teen devotions/studies
- ❖ Coordinates with WELS online daily devotions



- 75% of congregations are using the new hymnal
- Over 550 subscribe to *Service Builder*
- Those considering adoption:
  - [christianworship.com](http://christianworship.com)
  - [welscongregationalservices.net/hymnal-introduction-resources](http://welscongregationalservices.net/hymnal-introduction-resources)
  - [online.nph.net/cwsample](http://online.nph.net/cwsample)
- *Musician's Resource* available at [nph.net](http://nph.net)
- *Service Builder Playlist* now available





**PASTOR JON ZABELL**



**PASTOR MICHAEL SCHULTZ**



*Now Available:*

## “A Time for Everything”

Four weeks of worship, sermons, and Bible studies:

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- A Time to Prioritize
- A Time for Perspective
- A Time to Plan
- A Time to Pause

**I R O N**  
**S H A R P E N S**  
**I R O N**

*creating a culture of feedback*







# COME & SEE

*encouraging and  
equipping Christians for  
invitation evangelism*



# LOCAL

*helping regional  
churches establish a  
local presence*

# CHURCH GOVERNANCE RESOURCES

- Bible study on the purpose of governance
- Updated constitution models
- Resources for district constitution committees



# **WELS Committee on Identity, Gender, and Sexuality**

**Objectives for this biennium:**

- 1. Development of a website for those who are struggling**
- 2. Creation of a speaker's bureau to present on these issues**
- 3. Creation of church/school resources to provide policy guidance and recommendations**



# welscongregationalservices.net



Ministry Resources

Modules & Training

Blog

The Foundation

Stats Report

Search

## Congregational Services

Ministry resources, training, Bible studies, ready-made graphics, and more

WELS Congregational Services exists to serve congregations, schools, and their leaders by providing personal assistance so that they might carry out gospel ministry in the most faithful way on the local level.

ABOUT US

Not seeing what you need? Suggest a resource or training lesson via the WELS contact us form.

SUGGEST RESOURCES



# Ministry/Discipleship Gatherings



WELS NATIONAL  
CONFERENCE ON  
LUTHERAN LEADERSHIP



WELS NATIONAL  
CONFERENCE ON  
WORSHIP, MUSIC, & THE ARTS



WELS INTERNATIONAL  
YOUTH RALLY



WELS NATIONAL  
EDUCATION  
CONFERENCE

# WELS Women's Ministry Conference

July 28-30, 2024

Pewaukee, WI

## Webinar on home & family discipleship

Meet  
**THE PANELISTS**



**STEPHANIE  
WHALEN**



**KATY  
GOEDE**



**AMY  
WEICHEL**

*women's*  
**MINISTRY**  
WELS.NET/WOMEN

## 350+ attendees





WELS INTERNATIONAL YOUTH RALLY



**FROM THE  
MOUNTAINTOPS**

**SAVE THE DATE**

**JUNE 25-28, 2024**

2024  
FORT COLLINS, COLORADO

**HERE IS YOUR GOD!**

ISAIAH 40:9



# WELS NATIONAL CONFERENCE ON WORSHIP, MUSIC, & THE ARTS

**Carthage College—Kenosha, WI  
July 30–August 2, 2024**





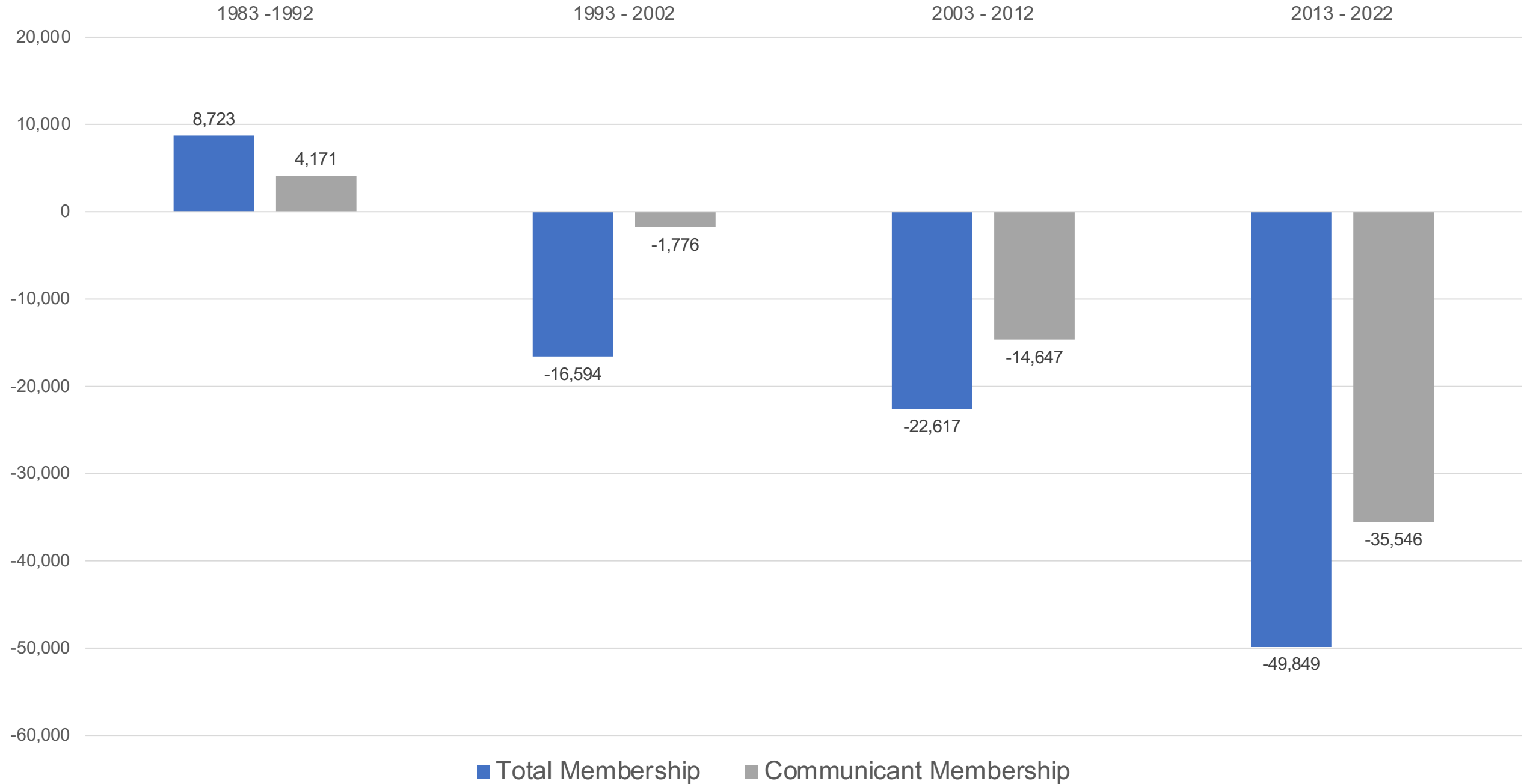


[wels.net/worshipconference](http://wels.net/worshipconference)



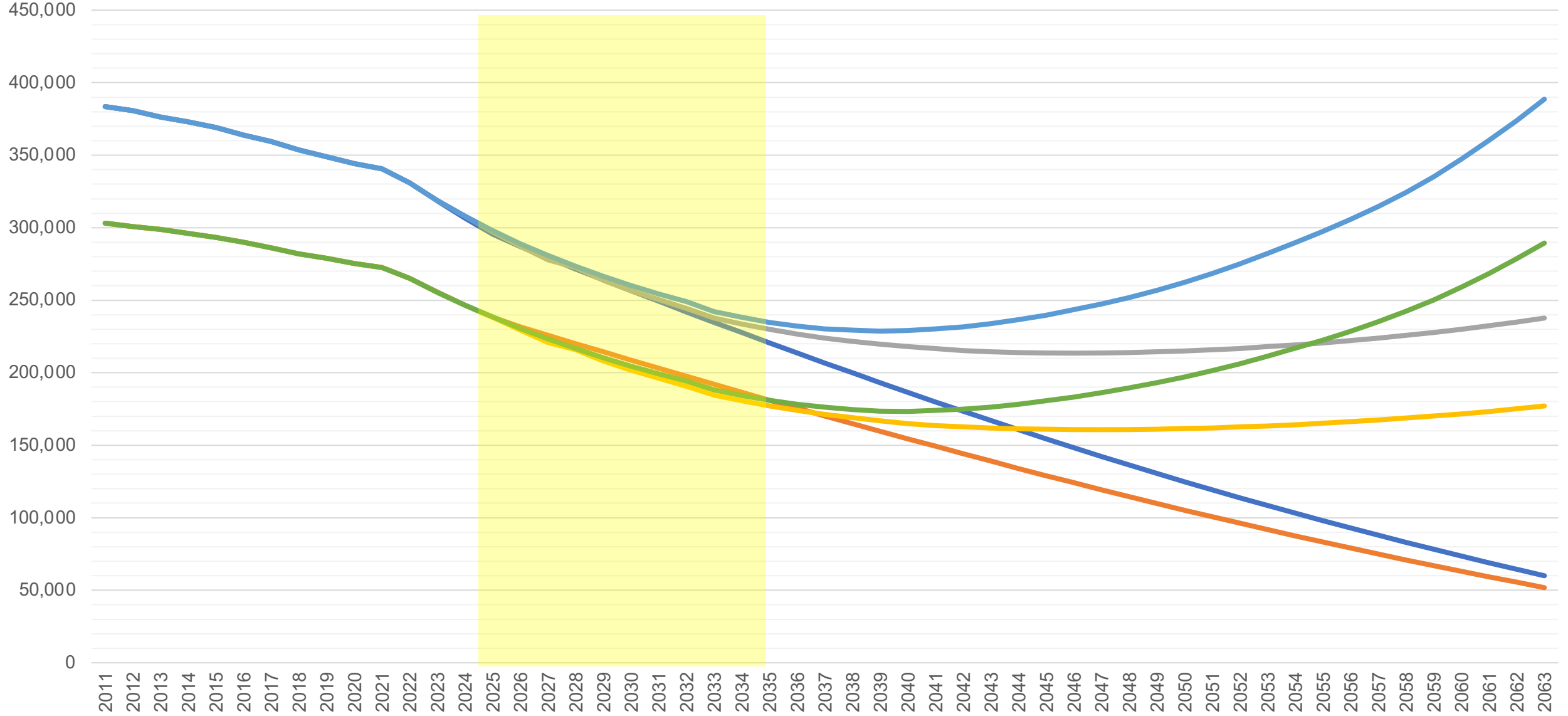


# WELS' NET GAINS/LOSSES BY DECADE



# WELS' TOTAL MEMBERSHIP FORECASTS

- STATUS QUO - TOTAL MEMBERS
- MODEL A - TOTAL MEMBERS
- MODEL B - TOTAL MEMBERS
- STATUS QUO - COMMUNICANT MEMBERS
- MODEL A - COMMUNICANT MEMBERS
- MODEL B - COMMUNICANT MEMBERS



# TALKING POINTS for tonight

- The belief: “Our young couples simply need to have more babies.”
- The belief: “The growing interest in private Christian education will lead to more adult confirmations, as more unchurched students enroll in our schools.”
- The belief: “With the large number of pastoral vacancies, we can’t/shouldn’t attempt to start *100 in 10*.”
- The belief: “To reach the lost requires *[insert your personal silver bullet]*.”
- The question: What would, by God’s grace and blessing, enable us to address the challenges before us?

WELS COMMISSION ON  
**LUTHERAN SCHOOLS**

*Advance the gospel ministry by supporting and  
encouraging excellence in WELS schools*



**WELSSA**  
WELS School Accreditation

**156 Educational  
Ministries Accredited**

- Self-funded**
- Continuous improvement**

- ✓ Evaluates educational ministries based on Scripture and sound educational principles
- ✓ Identifies strengths and develops an improvement plan
- ✓ Awards accreditation and co-accreditation through the National Council for Private School Accreditation (NCPSA)



# Ministerial Growth & Evaluation Process



*Ministerial Growth  
& Evaluation Process*

Ongoing teacher  
growth for increased  
student learning

[www.cls.welsrc.net](http://www.cls.welsrc.net)

[Ministerial Growth and Evaluation Process  
\(cls.welsrc.net/mgep\)](http://www.cls.welsrc.net/mgep)



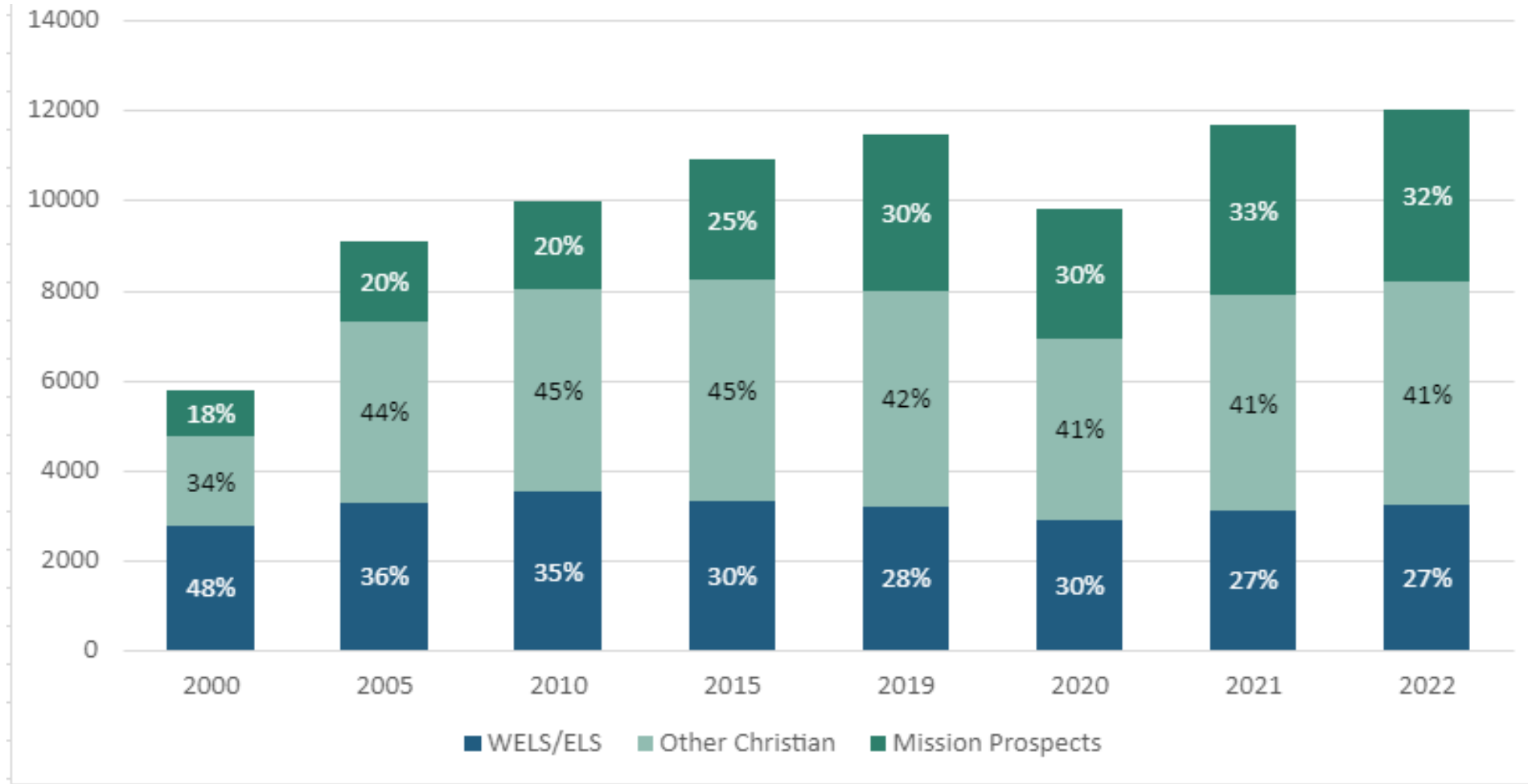
# WELS Schools Pre- & Post-COVID

	2019/2020	2022/2023
WELS SCHOOL LOCATIONS	436	422
WELS TOTAL SCHOOLS (ECM, LES, LHS)	688	675
WELS STUDENT ENROLLMENT	42,233	46,601
WELS CALLED TEACHERS	2,814	2,978

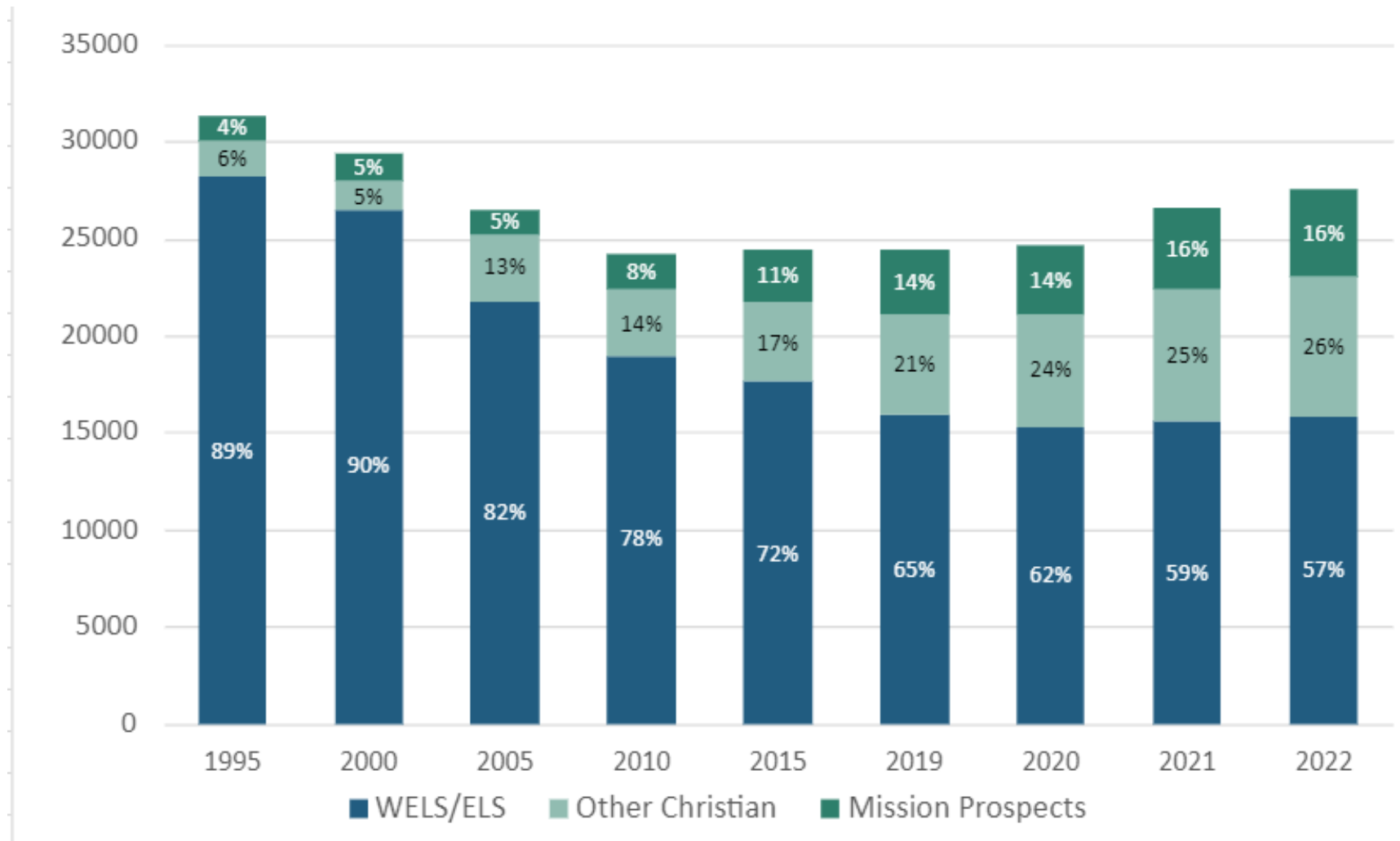
# Enrollment Trends

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
ECM	11,270	11,447	9,803	11,672	12,009
LES	24,348	24,394	24,618	26,586	27,578
ALHS	5,619	5,793	5,874	6,041	6,416
Prep Schools	611	599	581	605	601

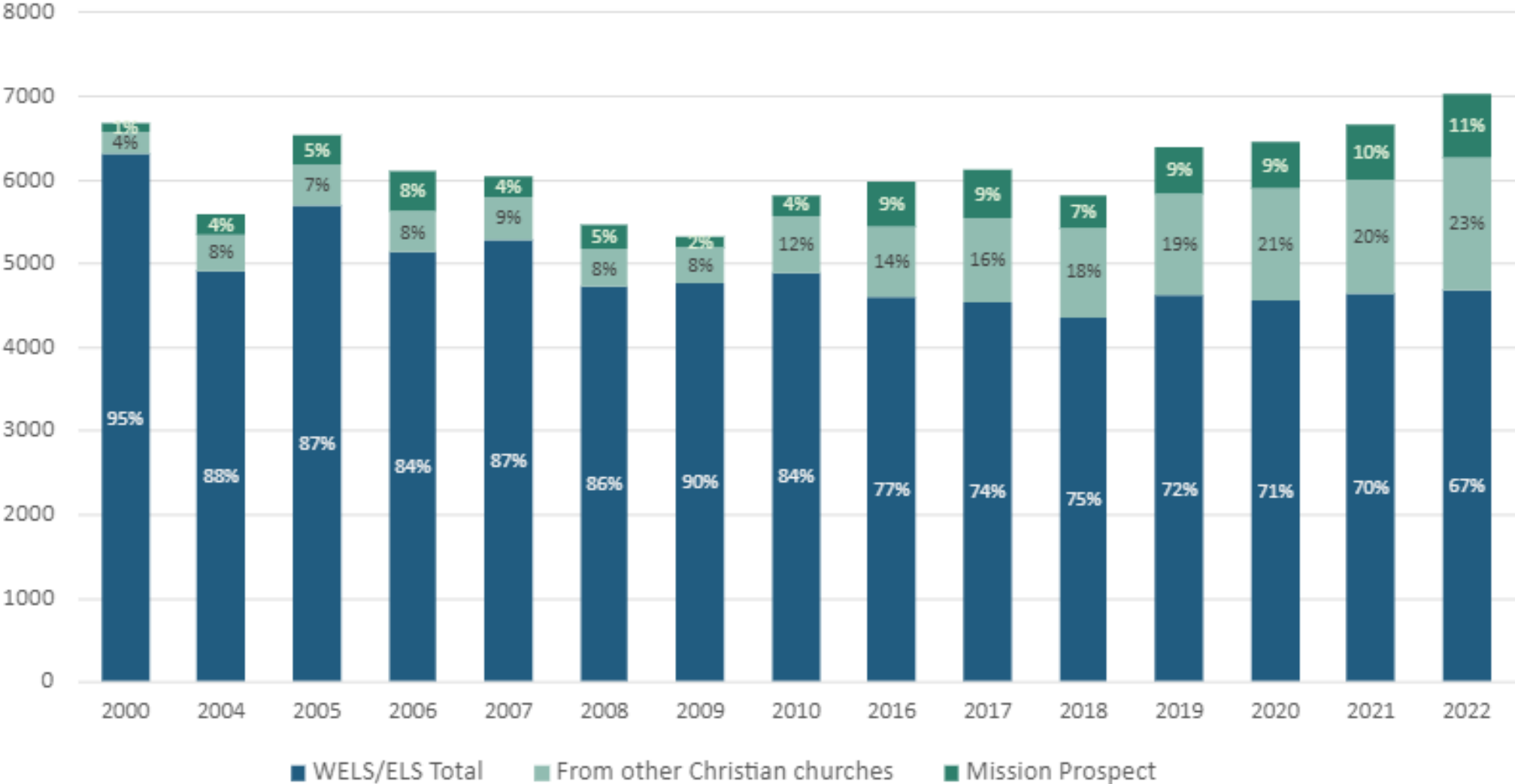
# Early Childhood Enrollment Breakdown



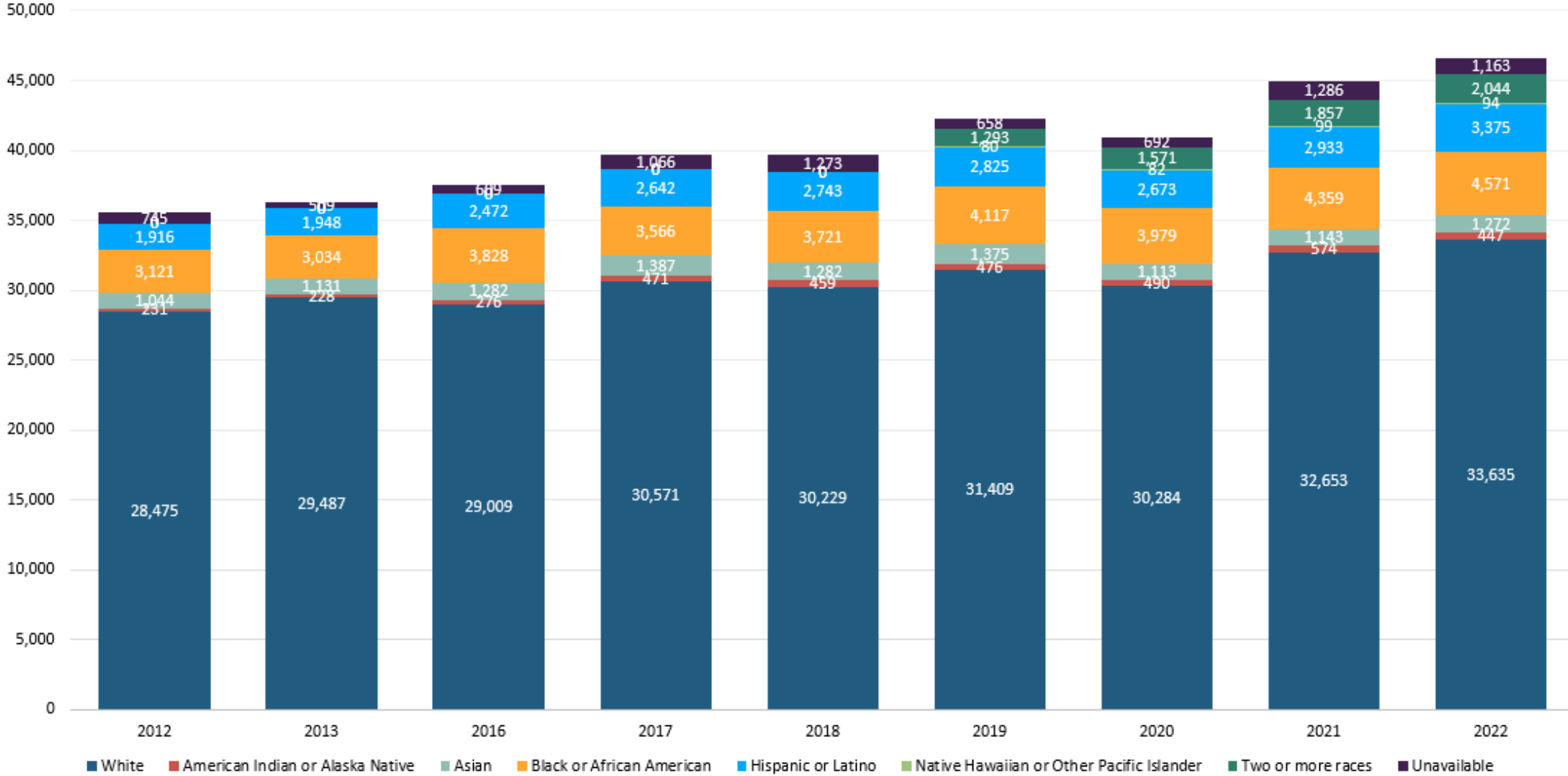
# Lutheran Elementary School Enrollment Breakdown



# Lutheran High School Enrollment Breakdown



# Ethnicity Breakdown in WELS Schools



# Special Education in WELS Schools

## SPECIAL EDUCATION

**5,093** STUDENTS

in **407** SCHOOLS

have an IEP or strategic interventions

ECM

363 students  
141 schools

LES

3,836 students  
241 schools

ALHS

892 students  
25 schools

**88** SCHOOLS

serving at least one student on  
Autism Spectrum (ASD)

ECM/LES:74 • ALHS:14

**196** TEACHERS

degreed or licensed for special ed.

# Demographic Shifts in WELS Schools

- ❑ Fewer/static number of WELS children served
- ❑ Growing academy model with high tuition and high expectation in areas thirsting for a Christian school—mission prospects
- ❑ Steadily increasing low-income and ethnically diverse students
- ❑ Serving more and more students with widening gaps of special education
- ❑ Many more mission prospects



that we need to better reach



# telling the next generation

Utilizing our schools  
for outreach

**Objective:** WELS schools and early childhood ministries maximize the opportunities to share the precious truths of God's Word with all children and families they serve.

**Purpose:** Inform, equip, and support congregations in developing and implementing an effective harvest strategy that connects those they serve with the gospel.

**Goal:** Every WELS school and early childhood ministry would have the opportunity to attend a workshop and develop and implement an effective harvest strategy.



Is your ministry  
financially sustainable?



# WELS Lutheran Schools Part-Time Specialists

## **Melanie Giddings**

- New WELS Theology Standards and Curriculum Coordinator
- 50% WELS, 50% Fox Valley

## **James Sievert**

- WELS School Consulting Services
- 25% plus





# Meet George Radloff!



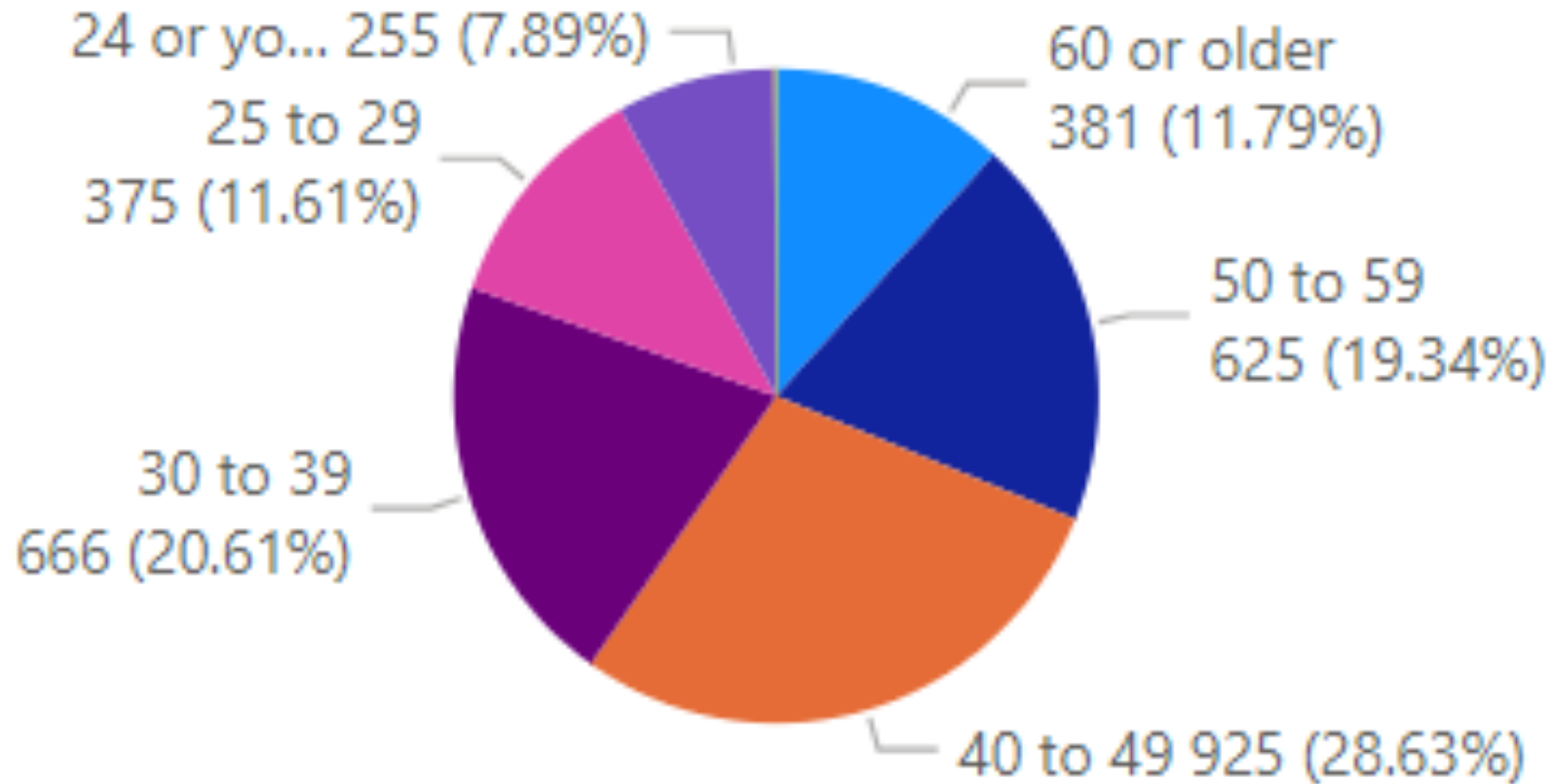


# In the last biennium . . .

- **220** former called workers have accepted calls back into the teaching ministry
- **211** WELS members with education degrees who served in public or other non-WELS schools have accepted provisional calls to serve in WELS schools

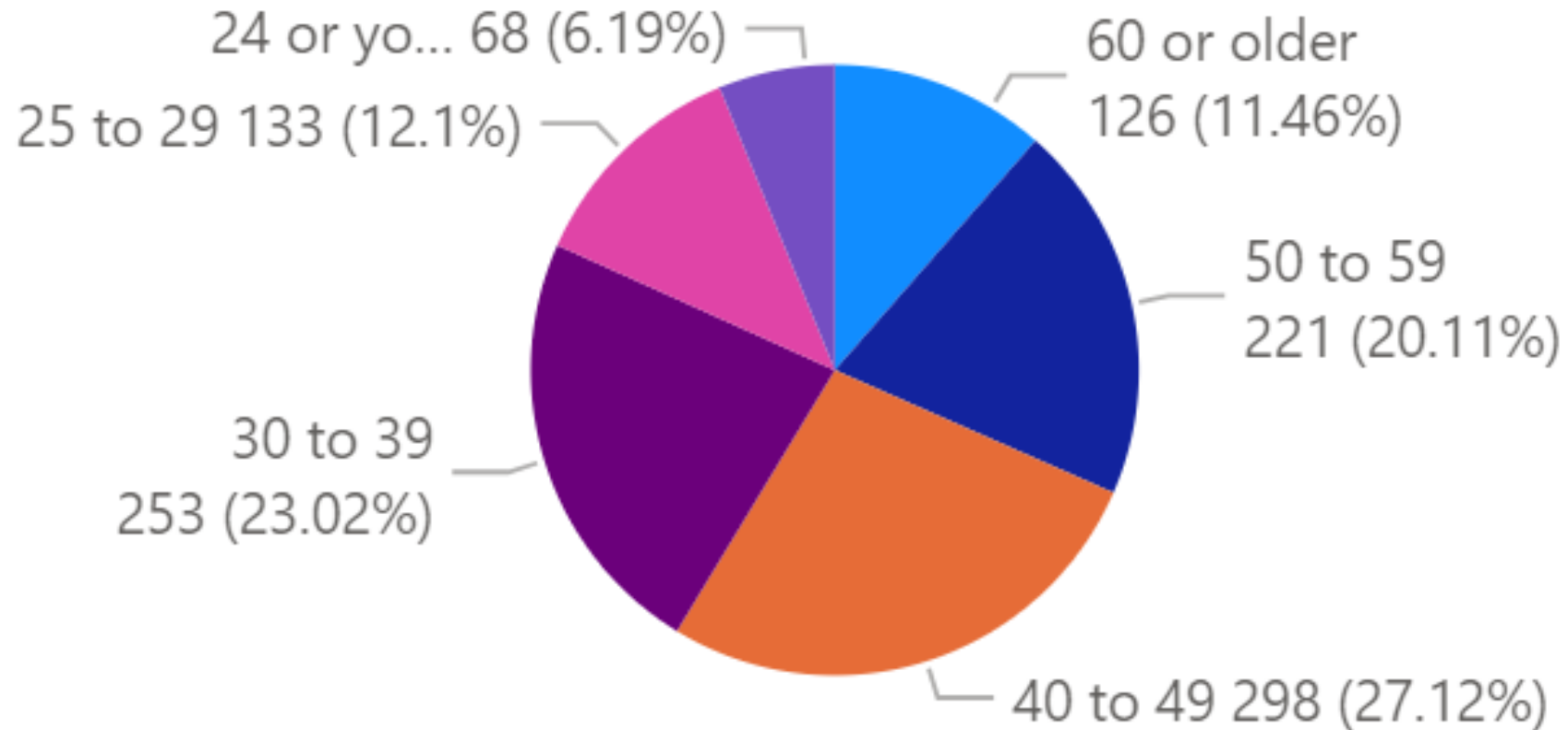
# Current Called Teachers by Age

3,231 TOTAL



# Current Male Called Teachers by Age

1,098 TOTAL



# Teacher Retention

- School sustainability models
- School leader time, training, financial support
- Effective board and school leader support and training
- Realistic expectations and support of teachers
- Opportunities for growth and use of talents



# Recruitment: Leveraging the Non-Traditional Path

<https://mlc-wels.edu/nep>

Nontraditional Education Program

Accelerated Pathway to Teaching  
Online. Competency-Based. Flexibly-Paced.



# Special Ministries

*Helping People with Special Needs*



[www.wels.net/special-ministries](http://www.wels.net/special-ministries)



CHRISTIAN  
CARING

PRISON  
MINISTRY



CARE FOR  
CALLED  
WORKERS



MILITARY  
SERVICES



MENTAL  
HEALTH

DEAF &  
HARD OF  
HEARING



VISUALLY  
IMPAIRED



INTELLECTUAL &  
DEVELOPMENTAL  
DISABILITIES





# Ministering to Our WELS Military Members

European Chaplain Rob Weiss  
and his wife, Rachel



National Chaplain Paul Horn  
and his wife, Becky

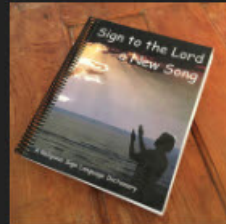




## Religious Dictionary in Print

Signing religious terms can be challenging. We're here to help make it easier and clearer.

Mission for the Deaf and Hard of Hearing, under the direction of Wisconsin Evangelical Lutheran Synod, has produced a print version of a religious sign language dictionary entitled, Sign to the Lord a New Song available at NPH.



The purpose of this sign language dictionary is to:

- Reach out to deaf and hard of hearing people who communicate in sign language, with the precious gospel message.
- Promote better understanding of our rich religious heritage in the Bible, hymnals and liturgy.
- Ease interpreters' preparation and enhance their abilities to accurately communicate these truths in sign language.
- Suggest signs and/or sign phrases that accurately portray biblical doctrine of the WELS.

[Purchase Print Version](#)

**Sign to the Lord a New Song**  
A Religious Sign Language Dictionary

Irene Riege  
Joy Maresh  
Verna Weigand

Mission for the Deaf and Hard of Hearing  
Wisconsin Evangelical Lutheran Synod

**ALLELUIA / HALLELUJAH / HOSANNA**

"Alleluia Jesus Lives!"  
CIV 153

Two points of elbow. "I" hands flex, change to "A" hands cross in front, outward away from each other twice, inner to outer. "S" hands being up. Face and body express joyful announcement.

"HOSANNA" is sometimes signed PRAISE. ?

**ALLURE (1)** [Use the sign for "TEMPT."](#)

Free the world which would devour us? And to do our work about.  
CIV 412

**ALLURE (2)**

When temptations come alluring. / Mma in pain.  
CIV 422

**DAYS/SPRING**

**JESUS + SHINING LIGHT**

JESUS: Tip of right finger on right hand touches path of left open "S" hand. Reverse tip of right finger on left hand touches path of right open "S" hand.

SHINING LIGHT: L/R sign the "S" hand, palm forward, above the right side of the head. Open to relaxed open "S" hand as it moves downward.

Oh come, O Day-spring from on high.  
CIV 23

**FAST (2)** [Use the sign for "FAST," picture 2.](#)

I fast twice a week.  
Luk 18:12 NIV

**FAST (3)** [Use the sign for "STRIVING," picture 2.](#)

Even these your hand will guide me, your right hand will hold me fast.  
Ps. 138:13 NIV

**FATHER (1)**

Both "A" hands, palms facing, thumb tip of the right hand touches knuckle, with left hand below, change to open "S" hands as they start upward to the right. (Used only Father only)

Our Father, who art in heaven.  
Lord's Prayer

**FATHER (2)** [Use this.](#)

Honor your father and your mother.  
Ex. 20:12 NIV

WEBSITE  
COMING SOON

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