



Report

Administration covers a wide variety of topics in the Report to the Twelve Districts (56 pages). Our report primarily focuses on work of the Synodical Council which includes long range planning and budgeting and the Compensation Review Committee.

Celebrate

- Synodical Council - Long Range Planning (p. 57): Substantial progress has been made in reaching home and world mission goals.
- Synodical Council - Relocation of the Synod's Archives (p. 58): Relocation of synod archives to the Center for Mission and Ministry is moving forward.
- Synodical Council - Congregational Mission Offerings (p. 58): Actual 2015 offerings exceeded subscriptions by 2.9% and reached an all-time high. This was the fourth consecutive year that offerings exceeded subscriptions.
- Synodical Council - "One in Christ" Debt Retirement (p. 58): Approximately \$2,000,000 has been given to date, and our synod's debt is projected to be eliminated by the 2017 synod convention.
- Draft of WELS Long-Range Plan 2018-25 (p. 70) - The Synodical Council is doing excellent work in making ambitious long term ministry plans that consider the changing ministry landscape with "What may look new" statements.

Challenges

- Synodical Council - Congregational Mission Offering (p. 58): The conservatively estimated CMO increase of 0.5% per year in 2017-2019 does not keep pace with the estimated expense increase of 3.5% per year. Maintaining and expanding ministry opportunities will be difficult without a greater increase in CMO.
- Synodical Council - Unfunded Priority List (p. 60): The Synodical Council lists nine high priority ministry goals that are presently unfunded.

Pray

- Synodical Council - Long Range Planning (p. 63): Pray that God would continue to bless our synod's planning efforts and ministry for many years to come.
- Synodical Council - Congregational Mission Offering (p. 58): Pray that God's people be moved and blessed with the means to generously support the synod's work.

Act

- Financial Results and Ministry Financial Plan (p. 102): Continue encouraging congregations to increase their CMO to keep pace with with the estimated synod expense increases of 3.5% per year.
- Compensation Review Committee (p. 73): Appropriately encourage congregations to implement the synod compensation guidelines. If 100% implementation is not initially attainable, develop a plan of working toward and reaching 100%.

The Compensation Review Committee, a standing committee of the Synodical Council, is working to develop revised Compensation Guidelines to be presented at the 2017 synod convention. The committee has ten preliminary high-level recommendations in its report and is asking the twelve districts to consider them and provide feedback.

AZ-CA District input for the Compensation Review Committee (p. 73):

- 1a - Support
- 1b - Support
- 1c - Support - There may be misunderstanding in some congregations about the necessity of the housing allowance being a part of the overall compensation package for all workers who do not live in a church-owned home. Draft this guideline to clearly communicate the need to incorporate the housing component into the compensation package for every worker not living in a church-owned home. A “bigger swing” at adding clarity to this guideline might be to eliminate the housing component, create a simple base salary schedule for all workers with the housing component built into it, and charge appropriate rent to workers living in church-owned homes.
- 1d - Support
- 1e - Support
- 1f - Support
- 2 - Support - Consider adding “a minimum of” \$1,000 per year to encourage congregations to do more if they are able.
- 3 - Support
- 4 - Reject - Communicate to congregations that this chart does not necessitate capping compensation increases after 22 years but gives freedom and flexibility to congregations to appropriately compensate their workers for the valuable service they render. Congregations may need to be cautioned that this is not an “easy way out” or excuse to neglect compensating their workers to the best of their ability and to God’s glory.
- 5 - Support
- 6 - Support
- 7 - Support
- 8 - Support
- 9 - Support
- 10 - Support

Respectfully submitted,

Teacher James Wade, Jr., Chairman
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