



***Grace
in Action***

Partner with Us to

***Move Ministry
Forward***

At **Grace in Action**, we help *Move Ministry Forward*.

We know that sometimes ministry stalls. Despite good ideas and good intentions, ministry teams get stuck. Staff members grow frustrated, stressed, burnt out. Small disagreements grow into sizable conflicts. The press of responsibilities paralyzes leaders, and they lose all momentum.

When this happens, the ministry at a congregation or school becomes sluggish. Stagnant. Leaders lose their enthusiasm for serving God's people and their passion for sharing Jesus' love.

That's where Grace in Action steps in.

We're knowledgeable professionals with both ministry and business experience. We've curated resources to help congregations, schools, and other ministry teams tap into the latest research and best practices.

Through our consulting services—in-person and online, individual and cohort—we've helped thousands of board members, ministry teams, and individual called workers *worldwide*. Our expertise helps ministries make the **MAXIMUM GOSPEL IMPACT** in their communities.

"In two days, GIA helped us accomplish goals that we could not have accomplished on our own in two years."

- WELS pastor/professor

Grace in Action
provides
resources to
move ministry
forward in four
categories:

**Healthy
Individuals**

**Unified
Teams**

**Clear
Direction**

**Tools to
Serve Others**



Over the past decade, **Grace in Action** has made a significant positive impact in WELS and ELS. We have **moved ministry forward** in . . .

- 120+ congregations & schools
- 17 area Lutheran high schools
- 16 educator groups
- 3 colleges
- 28 WELS corporate ministries, including Home & World Missions, Multi-Language Publications, Congregational Services, Special Ministries, Christian Giving, WELS Foundation, and WELS Investments
- 12 WELS Ministry Partners, including Lutheran Women's Missionary Society, 316Now, and Kingdom Workers
- ELS Board for Home Outreach
- 1000s of individuals

Through these ministries, we estimate that God has used **Grace in Action** to directly or indirectly touch **millions** with the gospel! Your gift will impact many souls throughout the church—and the world.



“While experiencing a major leadership transition and declining enrollment, we partnered with GIA. They led us through StrengthsFinder and VTO. It kept us anchored, focused, and accountable. We were blessed to have enrollment increase by over 120 students over four years. We also expanded our curriculum and fast-tracked a building project.”

- ALHS principal

***And now . . . Grace in Action is excited to add a new service—
a smart solution for a challenge in our church body!***

What is the challenge?

Simply put, we are losing teachers in our WELS schools. In the last five years, a significant number of teachers have *walked away* from teaching—across America and in the WELS.

Why do these dedicated gospel workers leave?

Because they are facing challenges and demands on all sides: family issues, student learning difficulties, societal pressures. Because the pandemic exacerbated *everything*. Because sometimes teachers have to make major decisions in the glare of the public light—alone—leaving them feeling isolated, vulnerable, unsupported.

Because even though they've been well trained in college and they're working faithfully, the *pressures in their ministries build up* until they are just too much to bear.

The fact is, we need teachers now more than ever!

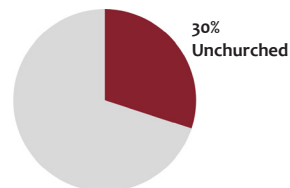
God is blessing WELS schools with incredible growth in enrollment! We've gained almost 5,000 K-12 students in the last two years alone! All these students—all these souls—are hearing the gospel every day. And many are unchurched, which means they may be hearing about Jesus' love for them *for the very first time*.

WELS School Enrollment Increases (2013-2023)

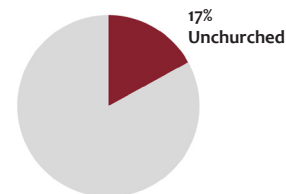
- Early Childhood Ministries 12.3% ↑
- Lutheran Elementary Schools 23.7% ↑
- Area Lutheran High Schools 35.0% ↑

Unchurched Children in WELS Schools (2023)

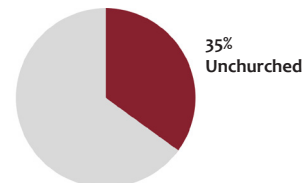
Early Childhood Ministries



Lutheran Elementary Schools



Area Lutheran High Schools



As Jesus' disciples entered the mission field two by two (Luke 10), our coaches walk together with teachers, offering the strength and guidance they need to move their ministry forward.

Coaching for Teachers

Grace in Action *has a Solution*

We have been quietly piloting a *successful* coaching program to stem the tide of teacher attrition. We are stepping in and walking together with teachers who feel overwhelmed and overworked.



**They may want to walk away.
We *WALK TOGETHER* with them
so that they stay!**

What's the cost of teacher loss?

When a teacher resigns, there is a considerable cost. Relationships fracture, institutional knowledge disappears, and morale plummets.

The child who gave her heart to a teacher feels abandoned. The teenager thinking about becoming a teacher sees his role model walk away from ministry. Fellow teachers who depended on that teacher's guidance and friendship are left bereft.

Schools may need to enlarge class size, which decreases individual attention. Or they may set enrollment caps and put students on waitlists. It's possible that some students may never get into that school to hear the gospel.

Then there's the financial cost. When a principal resigns, for instance, the cost of replacement is \$50,000 and three years of stagnation as the new principal finds his footing.

Teacher loss is a stewardship issue. GIA's coaching program can help preserve both teachers' gifts and the church's funds.

As wise King Solomon said, "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).

Walking Together Coaching for Teachers



How does *Walking Together* work?

- GIA coaches teachers in both one-on-one relationships and cohorts.
- GIA provides tools for self-evaluation, good habits, ownership as a Christian leader, relationships, productivity, and followership. One such tool: CliftonStrengths®—an assessment tool that helps ministry leaders identify and apply their personal gifts.

- GIA offers encouragement and accountability in spiritual, emotional, and physical health and resiliency.

GIA has already been working with principals and early childhood directors in our pilot program. And it is working!

Now we're coordinating our efforts with the WELS Commission on Lutheran Schools to expand our teacher coaching program to all teachers and staff ministers throughout WELS and ELS.

“My GIA coach’s care and love for people is evident. His attention to our personal lives and needs has been incredibly beneficial for me. A community of leaders has been established for me to lean on when I need assistance in my ministry.”

- LES principal

Will you help move ministry forward?

Our goal: \$1,000,000 in 3 years

Your gift will help us ***WALK TOGETHER*** with teachers who feel overwhelmed and overworked.

We want to impact **hundreds of teachers** over three years! Imagine hundreds of teachers who may have wanted to walk away, but then—with our coaching—they decide to stay. Imagine the **thousands of students** who will keep the teachers they love . . . and enjoy school even more now that their teachers have more energy and joy in the classroom. Imagine the continued growth of our Lutheran schools as more and more children enroll and hear the gospel—*maybe for the first time*.

GIA is perfectly positioned for this task! Our consulting services over the years have had remarkable results:

- Leaders report that they are healthier and happier in their service.
- Leadership teams have learned to work together more cohesively.
- Ministries have developed clearer direction and more effective methods for getting the traction they need to overcome challenges.

When all the components come together, **ministry moves forward**—and the changes are tangible!

- Church members sense the positive change in energy.
- More children hear the gospel—and hear it from teachers who love what they are called to do.
- Good stewardship—of people and resources—is clearly evident.
- *And through it all, God is glorified.*



***Grace
in Action***

Because of the great need for this coaching program . . .
Because of GIA's *proven* impact in moving ministry forward . . .
Because of our Lord Jesus' generosity toward us . . .

. . . Please consider becoming a financial partner of Grace in Action!

Please send check to
Grace in Action
1655 Acorn Court, Menasha WI 54952

or

Give online at [**grace-in-action.com/donations/**](https://grace-in-action.com/donations/)

