

# Move Ministry Forward

## Frequently Asked Questions

- **What, specifically, will be funded by gifts to this campaign?**
  - Walking Together:
    - 1 full-time coaching coordinator
    - Several part-time adjunct coaches
  - GIA's current consulting services
    - 4.5 full-time current GIA team members
    - Development of print and online tools
- **Don't GIA's clients pay for the services they receive? Why do you even need donors?** Only about one-third of GIA's consulting/coaching costs are charged to the congregations and called workers who use our services. GIA—and your donor gifts—provide the rest.
- **Is teacher attrition the only cause of our teacher shortage in the WELS?** No. Another cause is lower enrollment at Martin Luther College. These two causes—college admissions and teacher attrition—have resulted in empty classrooms throughout WELS. On Call Day 2023, for instance, after all available graduates were assigned, 158 teacher vacancies remained in WELS schools. Here are the numbers:

### Year: Vacancies remaining after Call Day

2020: 50

2021: 90

2022: 140

2023: 158

GIA is not positioned to assist with college admissions, but we can address teacher attrition. That's what our Walking Together coaching program is all about.

- **Don't new principals and teachers already have mentors or coaches through the CLS/MLC program, New Teacher Induction?** Yes. But these programs only last the first two years of teachers' ministries. Walking Together offers support and advice at any time during a teacher's ministry. We are available whenever a teacher wants some guidance and support. We offer an experienced and caring coach who will walk together with a teacher when the road gets difficult.
- **Why is it especially important to support GIA's new and current programs right now?** GIA is supported by service fees, donations, and grants. Several of the grants that have helped support GIA are sunseting. We will lose \$100,000 in grants in 2023, and another \$100,000 in 2024.



- **Gifting options:**
  - **Charitable Remainder Trusts:** Receive lifetime income from trust; remaining assets are given to GIA.
  - **Appreciated Stock:** Donate stock to GIA; GIA can sell the asset with no capital gains tax impact.
  - **Charitable Lead Trust:** Allow GIA to receive income from trust during your lifetime; remaining assets go to your heirs.
  - **Donor Advised Fund:** Make gift now; choose the amount and the charity whenever you want to make a gift.
  - **IRA & 401K:** Name GIA as recipient of required minimum distributions and as beneficiary upon your passing.
- **Statistic Citation:** The statistic on page 5 regarding the cost to replace a principal who resigns is from WELS Commission on Lutheran Schools, 2023.

