



Requesting a teacher candidate from the assignment committee

Thank you for requesting a candidate through the assignment committee of the WELS! Your request for a graduate from our WELS college of ministry speaks to your confidence in the excellence of our ministerial training system.

The candidates who have come through Martin Luther College are presenting themselves for assignment into calls in the church. They are well-trained in different disciplines, they have earned degrees in various educational fields, and they are gifted by the Lord of the Church with talents and abilities that will serve well in different ministry settings. They offer themselves in service to the Lord Jesus and his Church, saying, "Here am I. Send me!"

Not every candidate is a fit for every call, and not every call is a fit for a given candidate. The assignment committee works together harmoniously, seeking to match the unique gifts of each candidate with the needs of the calling bodies requesting candidates. The assignment committee takes this responsibility very seriously and implores the aid and guidance of the Holy Spirit in carrying out this task. Calls may be left unfilled because suitable candidates are unavailable to fill them. Candidates may remain unassigned because there are not calls that fit their unique gifts and abilities. This may occur, regardless of the number of candidates and calls available.

In today's calling environment, the number of call requests surpasses the number of candidates available to fill them. This inevitably means that some requests will go unfilled. Calling bodies requesting candidates should be aware of the strong possibility that their request might not receive a candidate assigned. Calling bodies should be prepared with backup plans in place to cover ministry needs, in case a request cannot be filled.

Salary and benefits

As congregations and schools prepare to come to the assignment committee for a teacher or staff minister, the Conference of Presidents wishes to underscore that it considers synod code to be a reasonable wage. This includes benefits such as VEBA (medical and disability insurance), pension, housing, half of Social Security (male workers), and mileage. Calling bodies not presently at code should present a plan that will bring the salary to the level of synod code within three years and provide an annual report to their district president regarding their progress.

Please use the online compensation calculation tool at www.wels.net/cwcompcalc to calculate the annual salary for your new teacher or staff minister. The online calculator is self-explanatory, and most questions may be answered by clicking the information icon next to each field. If you do not use synod code calculations to determine your called worker's salary, you may fill in only the line for "Final amount." The Conference of Presidents requests that the final amount be the equivalent of synod code or higher, unless special circumstances have been addressed with your district president.

Moving costs

Moving costs should be included in the congregation's planning. Under provisions of the tax bill passed by Congress in 2017, moving expenses are typically no longer tax deductible. This means that any remuneration from the congregation either to or on behalf of an employee to cover moving expenses is counted as taxable income. In order to help called workers absorb this tax hit, synod compensation now calls for a one-time addendum to the called worker's compensation. The add-on amount is a percentage of the moving cost and is calculated at 20% for ministers of the gospel (pastors and male teachers) and 13% for female teachers. The amount is paid to the called worker as compensation in the year the tax liability is incurred.

Teacher mentoring

We are strongly committed to the success of our graduates, so for the first two years of teaching, a new graduate from Martin Luther College will be assigned a teaching mentor. The cost for this program is charged to the congregation at

Michigan District

Rev. Snowden Sims
2167 Big Run Rd E
Grove City, OH 43123
midp@wels.net

Minnesota District

Rev. Dennis Klatt
4332 Gettysburg Ave N
New Hope, MN 55428
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Nebraska District

Pastor Philip Hirsch
5770 Lake Elbo Rd
Manhattan, KS 66502
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North Atlantic District

Rev. Don Tollefson
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Northern Wisconsin District

Rev. Joel Zank
Mt Olive Lutheran Church 930 E
Florida Avenue Appleton, WI 54911
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Pacific Northwest District

Rev. John Steinbrenner
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South Atlantic District

Rev. Charles Westra
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South Central District

Rev. Don Patterson
scdp@wels.net

Southeastern Wisconsin District

Rev. David Kolander
Christ the Lord Lutheran Church
1650 N. Brookfield Rd Brookfield, WI 53045
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Western Wisconsin District

Rev. Michael Jensen
St. Mark's Lutheran Church
615 Jones St.
Watertown, WI 53094
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