

Floor Committee #7: Synodical Council

Subject: Compensation Review Committee

Reference: *Book of Reports and Memorials*, p. 55

Report No. 03

WELS Called Worker Compensation Guidelines (synod code) provide recommended compensation guidelines for synod called workers. Many self-supporting congregations use these guidelines as well. We note with concern that the Synodical Council has discovered *that many congregations do not fully understand these guidelines, their various components, or tools available*. Thus, many calling bodies might feel that they are following “synod code” when, in reality, they are not offering compensation that equals synod code. We applaud the Synodical Council's efforts to enhance congregations' understanding and awareness of WELS Called Worker Compensation Guidelines and also the tools available to congregations at **welsrc.net/human-resources**, including several videos, a compensation calculator, etc.

We are thankful for the Synodical Council's work to give congregations, called workers, and future called workers a greater understanding of the unique IRS tax status given to WELS called workers, so that called workers can enjoy the full benefit of their tax status.

Increasing a calling body's understanding of WELS Compensation Guidelines and a called worker's unique tax status could possibly be accomplished through a series of videos to instruct congregations.

We applaud the Synodical Council's efforts to adjust the salary matrix to offset the impact of inflation on called worker salaries.

Pastor Joel Thomford, chairman

Teacher Eric Wolf, secretary