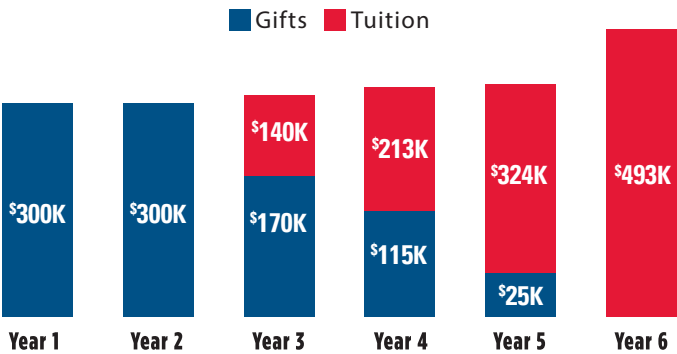


Will you help us launch  
**Competency-Based Education**  
at Martin Luther College?



We need **\$300,000** for each of the first two years to fund the human and technical resources we need to create the program.

The need for charitable support decreases as tuition revenue (\$3,500/semester) begins in year 3 of the program. Our enrollment goal is 15 full-time and 10 part-time enrolled students in the first year, with a 50% increase every subsequent year. As each year passes, less charitable support will be necessary.

By year 6, tuition will pay for the entire program.

St. Croix Lutheran Academy students



**Yes!** I'd like to help launch this innovative program and get more WELS teachers into our classrooms!

- \_\_\_ \$300,000 Year Two launch gift
- \_\_\_ \$ 75,000 Program director support
- \_\_\_ \$ 50,000 Course design
- \_\_\_ \$ 25,000 Technology infrastructure
- \_\_\_ \$ \_\_\_\_\_

**NOW is the time for Competency-Based Education!**

- Because our classrooms need more WELS teachers.
- Because some people cannot leave home to follow their dream of becoming a teacher.
- Because God calls people at all different ages and stages of life to serve him.
- Because Martin Luther College's mission is to prepare teachers for WELS schools, and we know there's more than one way to do it.



[mlc-wels.edu](http://mlc-wels.edu)

# Competency-Based Education

*An Alternate Path to the Teaching Ministry*



Urban schools like St. Marcus Lutheran in Milwaukee need more WELS teachers.

**The need is real.** WELS classrooms need more teachers. God has blessed our Lutheran schools, especially our urban schools, with incredible growth. But Martin Luther College's traditional program simply cannot supply all the teachers our schools need. Our enrollment is not large enough.

**We see a solution.** Many adults want to become WELS teachers. They are motivated to serve, but they cannot uproot their families, quit their jobs, and come to the MLC campus to earn their diplomas and teaching licenses.

*These potential teachers cannot come to MLC, but MLC can come to them.*  
We can reach these adults where they are and help them fulfill their dream of becoming a WELS teacher.



Dreams can be fulfilled . . . and classrooms can be filled . . . through  
**Competency-Based Education.**



What Is Competency-Based Education (CBE)?

CBE is a way to assist people who want to be WELS teachers but cannot pursue the traditional four-year on-campus experience. It’s an online option that awards degrees based on competence rather than credit-hours. It recognizes adults’ life experience and job-embedded skills, and allows them to earn their college degrees while staying in their own communities. CBE works especially well for non-traditional ministry candidates, including second-career individuals and unique urban people groups. These adults are highly motivated, and they already demonstrate gifts for ministry.

“I hear from people every week who want to become WELS teachers, who are willing to do the coursework to get their bachelor’s degrees and their ministry certification. But they cannot quit their jobs and uproot their families to come to New Ulm. In some cases, they are already working in a WELS school, as a teacher’s aide, for instance. CBE would allow them to keep working while they get their degree.”

Dr. John Meyer  
MLC Director of Graduate Studies & Continuing Education

Meet a possible candidate for CBE

“I’ve worked at Mayo Clinic in Rochester, Minnesota, as a clinical dietician for 14 years. At Christ Lutheran in Zumbrota, I have seen firsthand the shortage of called workers. This got me thinking about what it would take to become a WELS teacher. The benefit of a Christian education is priceless and, with the state of the world, more important than ever.

“But I have three young children, so if I were to change my career at this point, it would need to be through a flexible online program. If I could find a program that would meet my needs, I would strongly consider a career change.”



Katie Tiedtke  
RDN, LD  
Mayo Clinic

SUPPLY & DEMAND  
The Numbers Are In!

DEMAND

We need WELS teachers in our schools

- 50 Teacher vacancies (2020)
- 90 Teacher vacancies (2021)
- 140 Teacher vacancies (2022)

SUPPLY

We have potential teacher candidates for the CBE program (2019 survey results)

- 600 Second-career candidates
- 33 Urban minority candidates



Middle school students at St. Croix Lutheran Academy-St. Paul

Church Leaders Are Asking for CBE

There is no more critical need in urban gospel ministry than raising up qualified Christian teachers from among the people of color connected with our schools. The development of an online competency-based degree program by our WELS College of Ministry is truly a godsend.

Rev. Daniel Leyrer  
Pastor, St. Marcus Lutheran Church & School  
Milwaukee  
First Vice President, Southeastern Wisconsin District

At Christ-St. Peter, we have a diverse student body of 230 Latinos, Blacks, Whites, and Asians. We are an outreach-driven school, primarily serving students who are not members. Consistent staffing is a huge concern of mine. I encourage MLC and our synodical leaders to explore any available avenues that allow future candidates for the public ministry to access the quality programs at MLC.

Brett Baade  
Director of Christian Education  
Christ-St. Peter Lutheran School  
Milwaukee

Divine Savior Ministries has four academies and a special needs school. We have been blessed with tremendous growth, which provides us with a larger audience for sharing the gospel. This blessing means that we need more teachers. All of our campuses have called positions that have not been filled. This is a real concern. We are excited that MLC is pursuing a competency-based education program for qualified candidates who are already serving in our schools in a variety of capacities.

Tim Biesterfeld  
Head of Schools  
Divine Savior Academy  
Miami & Delray Beach, Florida  
Austin & Houston, Texas



St. Marcus-Milwaukee student

Meet a possible candidate for CBE

“Currently, I serve as an academic support teacher at Divine Savior Academy. Having established a life in Miami for the last 15 years, my family and I are 100% invested in our work, school, and church, making it impossible for us to relocate to New Ulm to pursue ministerial education.

“At this point in my life, an online program to earn a bachelor’s degree in education would be a tremendous blessing to me and my role at DSA.”



Jessica Spiegelberg  
Academic Support  
Teacher  
Divine Savior  
Academy (DSA)