

## NEW YORK ANNUAL CONFERENCE CLERGY COMPENSATION REPORT\*

To be completed for each clergy person under episcopal appointment to a church, charge or parish.

This form instructs the Conference on how to bill health and pension benefits. If a clergy person serves more than one church and each church is to be billed, list them individually below. If a clergy person serves more than one church and only one church is to be billed, list only the one church below.

**Pastor:** \_\_\_\_\_ **District:** \_\_\_\_\_ **Effective Date:** \_\_\_\_\_

**Parsonage Address** (where bills for a clergy person's share of benefits are to be mailed):

\_\_\_\_\_ **Street**                      \_\_\_\_\_ **City**                      \_\_\_\_\_ **State**                      \_\_\_\_\_ **Zipcode**

Church / Charge / Parish for Benefit Billing purposes (Name / City)	(Column A)  Salary	(Column B)  Cash Housing Allowance (Not included in Column A)	(Column C) <u>Non-cash Housing</u> Exclusion designated by Pastor (included in Column A)	Clergy is Provided with Parsonage
1.				<input type="checkbox"/> Yes <input type="checkbox"/> No
2.				<input type="checkbox"/> Yes <input type="checkbox"/> No
3.				<input type="checkbox"/> Yes <input type="checkbox"/> No
4.				<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>TOTAL</b>				

The amount budgeted for reimbursement of clergy business expenses is: \$ \_\_\_\_\_. (The minimum for the 2019 calendar year is \$5,700 for a full-time appointment. Pastors under part-time appointments receive a minimum of \$1,425.00 for each ¼-time increment. Pastors serving multi-church charges are to receive an additional \$750.00 in professional reimbursement for each church after the first church on their charge, whether serving in a part-time or full-time appointment).

**Definitions:**

**A. Salary:** Cash compensation paid for services rendered and includes base pay, cash bonuses, equitable compensation, and cash paid to the clergy for benefits. It does not include reimbursement for professional expenses or cash allowances provided in lieu of parsonage (i.e. Housing Allowance.)

**B. Housing Allowance:** an amount **paid to the pastor** for housing expenses in lieu of providing a parsonage. This amount is approved by the Charge Conference and is excluded for income tax purposes on the pastor's W-2. It is in addition to, and not included in the amount of Salary reported in Column A.

**C. Housing Exclusion:** a portion of Salary from Column A that the pastor designates as additional housing expenses which are excluded for income tax purposes on the pastor's W-2. This is an optional amount that clergy with or without parsonages may designate and is also approved by the Charge Conference.

**Health and Pension Benefits** for eligible clergy are billed to the church and the pastor monthly. A pastor must have a total combined appointment of at least 75% to qualify for healthcare benefits and participate in the conference's pension plan (CRSP). Those pastors whose total combined appointment percentage falls below 75% are not eligible for healthcare benefits and participate in a UMPIP plan, which is administered between the church and Wespeth.

**Death & Disability:** All full-time pastors (those serving 100%) are automatically enrolled in the Comprehensive Protection Plan (CPP), which provides death and disability benefits. Those pastors serving less than full time are not eligible for CPP

**Compensation was approved at a Charge Conference held on** \_\_\_\_\_ **and is effective** \_\_\_\_\_ **201**\_\_\_\_\_

**Signatures:**

\_\_\_\_\_ **Pastor**

\_\_\_\_\_ **Staff/Parish Relations Chair**

\_\_\_\_\_ **Church Treasurer**

\_\_\_\_\_ **District Superintendent or Assisting Elder**