

# NEW YORK ANNUAL CONFERENCE CLERGY COMPENSATION REPORT

To be completed for **each clergyperson** under episcopal appointment to the church, charge or parish.

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

**Appointment Data (Current appointment(s) only. If serving more than one church, list each church.)**

Church / charge / parish	City	Appointment %	Parsonage Address
1.			
2.			
3.			
4.			

**Compensation and Other Financial Information**

Church / charge / parish	(Column A) Salary	(Column B) Cash Housing Allowance (Not included in Column A)	(Column C) Non-cash Housing Exclusion designated by Pastor (included in Column A)	Clergy is Provided with Parsonage  <input type="checkbox"/> Yes <input type="checkbox"/> No
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>				<input type="checkbox"/> Yes <input type="checkbox"/> No

**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 health insurance benefits (#1 below) and participate in the conference’s pension plan (CRSP) (#2 below). Those pastors whose total combined appointment percentage falls below 75% participate in UMPIP plan, which is administered between the church and the Wespath (#4 below). All full-time pastors (those serving 100%) are automatically enrolled in the Comprehensive Protection Plan (CPP) (#3 below) which provides death and disability benefits.

**Total Compensation:** Total compensation is defined as salary plus either a) 25% of salary for clergy who are provided a parsonage or b) the actual amount of the housing allowance.

The churches listed above will be billed for pension, health, and other benefits, according to the appointment percentage of the pastor unless otherwise arranged with the Conference Finance Dept.

- 1)  YES  NO Pastor receives conference health insurance benefits.
- 2)  YES  NO Pastor participates in CRSP Pension Benefit program, computed at 11.8% of total compensation.
- 3)  YES  NO Pastor participates in CPP, computed at 3% of total compensation.
- 4)  YES  NO Pastor participates in UMPIP; church will work directly with Wespath for this benefit.
- 5) The amount budgeted for reimbursement of clergy business expenses is: \$ \_\_\_\_\_. (See attached reimbursement policy)

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