

# 2023 Pastor Compensation Form for 1- Point Charge/Church



Effective Dates: From:  To:

| Line #   | Part I - General, Pastor, and Charge/Church  | Info & Calculations      | Line # | Charge Expense |
|--|--|--------------------------|--------|----------------|
| 1  | Pastor Name (Select green cell, then use drop-down button to find pastor's name.) >  | Select Pastor's Name     | 1      |                |
| 2  | Appointment Title  | \$0                      | 2      |                |
| 3  | Conference Relationship  | \$0                      | 3      |                |
| 4  | % Service (Full Time=100%, 3/4 time=75%, half time=50%, quarter time=25%)  | 0%                       | 4      |                |
| 5  | Charge Name (Select green cell, then use drop-down button to find Name of Charge) >  | SELECT CHARGE'S NAME     | 5      |                |
| 6  | District   | \$0                      | 6      |                |
| 9  | Church is Former Rio Grande Conference (RGC) Legacy Church ><br>(If "Yes", then some benefit expenses are paid through Legacy Funds) | \$0                      | 9      |                |
| Line #   | Part II - Salary   |                          | Line # | Charge Expense |
| 10   | Base Salary Paid by Church   |                          | 10     |                |
| 11   | Conference or District Salary Support (must be requested & approved)   |                          | 11     |                |
| 12   | Total Salary to Pastor from Church(es) + Conference/District Salary Support  | \$ -                     | 12     |                |
| 13   | Type of Housing Supplied by Church to Pastor   | None                     | 13     |                |
| 14   | Housing Allowance supplied instead of Parsonage  |                          | 14     |                |
| 15   | Pre-tax deduction from Pastor's Salary for IRS 107 Exclusion as Pastoral Housing Cost  | \$ -                     | 15     |                |
| 16   | Plan Compensation For Pension Purposes   | \$ -                     | 16     |                |
| <b>A Full Time Clergy must elect A UMPIP Contribution of at least 1% of Plan Compensation to receive full pension Benefits</b> |  |                          |        |                |
| Line #   | Part III - Health Benefits (HF = HealthFlex) See Notes   |                          | Line # | Charge Expense |
| 17   | Full-Time Clergy is Eligible and Premium Required for HealthFlex Plan  | #N/A                     | 17     |                |
| 18   | Pastor's HealthFlex Benefit Coverage Tier Selection  |                          | 18     |                |
| 19   | Church's Clergy HF Premium Credit Responsibility for Full-Time Appointment   |                          | 19     | #N/A           |
| 20   | Optional "Church Contribution" for Dependent Coverage - Enter Amount   |                          | 20     | \$ -           |
| 21   | Church's Total HealthFlex Cost For This Pastor   |                          | 21     | #N/A           |
| Line #   | Part IV - Pastor's Accountable Reimbursable Plan (ARP)   |                          | Line # | Charge Expense |
| 22   | Accountable Reimbursement Plan (ARP) Recommendation 13% of base compensation   |                          | 22     | \$ -           |
| Line #   | Part V - Recap of Charge/Church Costs  |                          | Line # | Charge Expense |
| 23   | Salary   |                          | 23     | \$ -           |
| 24   | Housing Allowance  |                          | 24     | \$ -           |
| 25   | Accountable Reimbursement Plan (ARP)   |                          | 25     | \$ -           |
| 26   |  | Paid by RGC Legacy Funds | 26     |                |
| 27   | Health Benefit Expense   | #N/A                     | 27     | #N/A           |
| 28   | Comprehensive Protection Plan (CPP)  | \$ -                     | 28     | #N/A           |
| 29   | Clergy Retirement Security Program (CRSP) defined benefit  | \$ -                     | 29     | #N/A           |
| 30   | Clergy Retirement Security Program (CRSP) defined contribution   | \$ -                     | 30     | #N/A           |
| 31   | UMPIP Church Contribution (for Part Time Appointments)   | \$ -                     | 31     | \$ -           |
| 32   | Total RGC Legacy Contribution >  | #N/A                     | 32     |                |
| 33   | Church's Total Compensation Expense (Excludes cost of Utilities)   |                          | 33     | #N/A           |
| 34   | Church's Total Compensation Expense (Excludes cost of Utilities) LESS any RGC Legacy Contribution                                    |                          | 34     | #N/A           |

## Part VI - Signatures

Pastor's Signature Name:  Date:

Signature ↑

Local Church Representative Name & Office / Signature:  Date:

Printed Name ↑

Signature ↑

Select Office this person holds

District Superintendent's Signature  Date:

Printed Name ↑

Signature ↑

### NOTES:

- For calendar year 2023, pastors will have the opportunity to select from several different plans for health coverage. These selections will be made in Nov 2022 during the
- The pastor may elect to have salary withheld to participate in other benefit plans offered through the Rio Texas Conference. These include a pretax "Flex Plan" (DCR, HSA, MRA plans), retirement 403b plan UMPIP, and an optional life insurance plan.
- The Pastor must provide copies to the Church Treasurer on any enrollment form/s or online benefit elections and the church should verify each monthly invoice to determine that the payroll is correctly handled.

|                  |                    |                                       |              |          |
|------------------|--------------------|---------------------------------------|--------------|----------|
| Color Code Key > | Church Enters Data | Calculated Data Entered Automatically | Instructions | Headings |
|------------------|--------------------|---------------------------------------|--------------|----------|