

2024 CLERGY COMPENSATION FORM

This form is meant to serve as a tool to churches. Conferences may have their own form for churches to use.

Pastor Name	Status <input type="radio"/> Elder <input type="radio"/> Deacon <input type="radio"/> Lay <input type="radio"/> Senior	Full or Part-Time <input type="radio"/> Full-Time <input type="radio"/> ¾-Time <input type="radio"/> ½-Time <input type="radio"/> ¼-Time
Church/Parish	Effective Date	

SECTION I: INCOME

Note: Designated Housing Exclusion does not affect church financially but can reduce pastor's taxable income. The amount is determined by the pastor but must be approved by the church leadership.

	2024
A. Base Salary	_____
B. Other (e.g. social security or health ins. allowance)	+ _____
Describe:	
C. Total Compensation (Add lines A and B)	= _____
D. Designated Housing Exclusion	_____

SECTION II: HOUSING

Note: Cash Housing Allowance amount is set by the church as additional and can be paid out with the regular paycheck or in a separate check.

A. Is a Parsonage provided? (yes or no).....	_____
	2024
B. Cash Housing Allowance (when no parsonage is provided)	_____

SECTION III: LOCAL PARISH EXPENSES

Note: Costs for pension and health depend on the pastor's eligibility and elections. To calculate the pension cost, see the bottom of Page 2. The cost for health insurance is: \$28,188 for Family coverage; \$20,592 for Pastor Plus One; People; and \$10,848 for Pastor Only.

	2024
A. Pension (Church's Share – See calculation on bottom of Page 2).....	_____
B. Health Insurance (Church's Share – See amounts above)	+ _____
C. Death/Disability Insurance (Estimated from most recent billing)	+ _____
D. Accountable Reimbursement Plan	+ _____
E. Other Expenses Paid by Parish	+ _____
Describe:	
F. Total Expenses Paid by Parish (Add Lines I:C + II:B + III:A – E)	= _____

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Breakdown of how Parish Expenses are shared among Churches				
Percent:	%	%	%	%
Church Name:				
Share of Cost:	\$	\$	\$	\$

SECTION IV: SALARY WITHHOLDINGS (Optional)

Note: If the pastor is on the Global Methodist health insurance plan, they will need to login to Benefits Access, click Health Details and then Plan Details and finally Benefit Summary to get the amounts. Some amounts are monthly so you will need to multiply them by 12.

Pastor's Contribution to Health Insurance

2024

- A. Pastor's Share (Total Premium minus Premium Credit) _____
- B. Health Savings Account (Employee share only) _____
- B1. HSA Employer Share (Not withheld but needed for W-2) _____*
- C. Health Care Flexible Spending _____
- D. Dependent Care Flexible Spending _____

Pastor's Contribution to Pension – Multiply the Pension Compensation (below) by the percent that the pastor is electing to contribute.

- E. Before-Tax (Tax Deferred) _____
- F. After-Tax (Taxable) _____
- G. ROTH (Taxable)..... _____

How to calculate the Pension Cost for Section III: Line A

- Total Compensation – Section I: Line C \$ _____
- Housing Adjustment – If no parsonage is provided, enter any Cash Housing Allowance from Section II: Line B. If there is a parsonage, multiply Total Compensation by 25% and enter the result. + _____
- Pension Compensation = _____
- Church Percentage – Take the percentage the pastor is personally contributing and add 5%. If the result is less than 10%, enter that. Otherwise enter 10%. X _____ %
- Church's Share – This amount should go in Section III: Line A. = _____