

2026 COMPENSATION FORMS

Instructions

Do not enter information in any shaded box. Data is pulled to other pages so following the suggested pattern to complete the form will make this quick and easy as no calculation needs to be done.

HOUSING

- 1. Enter the Housing arrangement the church is providing.**
 - a. If there is a parsonage enter Y**
 - b. If there is not a parsonage enter N. In the next cell enter the annual housing allowance that will be paid to the appointed pastor.**

TAXABLE CASH PAYMENT *(Income the pastor will be responsible to pay taxes on, adjusted for any deductions)*

- 2. Enter the salary the church will be paying on an annual basis**
- 3. If the church has been approved for Equitable Compensation to assist with a pastor's salary, enter that amount**
- 4. Identify the Cash allowances the church will pay to the pastor, entering the approved annual amounts. This is typically distributed in the pastor's paycheck and is taxable to the pastor unless receipts are produced.**

BASIS FOR APPOINTMENT *(Identifies all approved compensation to the pastor)*

- 5. Accountable Reimbursements are paid out to the pastor as receipts are submitted. The church identifies, in this section, the maximum amount they will reimburse, on an annual basis.**
- 6. The Total basis for the appointment is the Total Cash Salary and the Account Reimbursements.**

CHURCH PAID BENEFITS

- 7. Identify who will be covered by HealthFlex insurance. This will determine the amount of premium the church will be obligated to pay. Place an X next to the appropriate line and the amount will automatically be entered.**
- 8. The cost for the Comprehensive Protection Plan will be filled in automatically based on the previous entry for Housing and total cash salary**

COMPASS PENSION COSTS

9. On page 3 is the worksheet for the COMPASS calculation the church will be responsible to pay. The total Annual Church Contribution to COMPASS benefits will automatically populate on page 1.
10. The only manual entry that needs completed on the COMPASS calculation page is for the UMPIP amount identified for the clergy's personal contribution.
11. Examples are provided below. The boxes indicated by the blue arrows are the only manual entries that need done.

EXAMPLE 1

Election by the pastor of 4% of Pension Base for UMPIP contribution, Parsonage provided. Based on a cash salary of 35,000 . Total pension base is 47,250

iv.	The annual amount that the participant is contributing is to be entered manually in the green cell below. This amount is the participant's payroll deduction.	UMPIP Contribution- An automatic pre-tax payroll deduction of 4% of compensation plus housing will be used for contributions to UMPIP (United Methodist Personal Investment Plan). The pastor can elect to have a different % as a contribution to UMPIP, however will have to contact the Conference Benefit Officer in writing (email is fine) indicating the requested % or to waive out completely. This will be billed by the Board of Pensions on the church's monthly invoice as a payroll deduction.			
			Parsonage Provided		No Parsonage
		4% contribution	\$1,890.00	Annual amount	\$1,400.00
		Identified %	Parsonage Provided		No Parsonage
	\$ 1,890.00		\$0.00	Annual amount	\$0.00
	\$ 1,890.00	For maximum COMPASS pension benefits, the pastor must contribute 4% of their compensation plus housing. The church will match up to 4% of Clergy's contribution to UMPIP. If a lower percentage is requested, the church must match that % amount. A higher percentage can be requested, however the maximum matching amount is 4%. Enter the amount to be included with the church's COMPASS payment in the orange cell			
v.		403B Contribution to Other than UMPIP - This is a payroll deduction contribution to a pension plan held with a bank or investment firm. There must be a voluntary compensation reduction agreement on file with the church and can be a before or after tax contribution.			

Entered the 4% calculation in both the green and orange boxes, as indicated by the arrows. The amount in the orange box is used for the COMPASS calculation and is populated automatically.

i.	COMPASS Church Contributions (Annual)			
	\$1,800.00	Standard 150.00 per month		
	\$1,417.50	3% Pension Base		
	\$1,890.00	UMPIP Match		
	\$5,107.50	Total Annual Church Contribution to COMPASS Benefits		

EXAMPLE 2



Election of 3% of Pension Base for UMPIP pastor contribution, Parsonage provided. Based on a cash salary of 35,000. Total pension base is 47,250


iv.	The annual amount that the participant is contributing is to be entered manually in the green cell below. This amount is the participant's payroll deduction.	UMPIP Contribution- An automatic pre-tax payroll deduction of 4% of compensation plus housing will be used for contributions to UMPIP (United Methodist Personal Investment Plan). The pastor can elect to have a different % as a contribution to UMPIP, however will have to contact the Conference Benefit Officer in writing (email is fine) indicating the requested % or to waive out completely. This will be billed by the Board of Pensions on the church's monthly invoice as a payroll deduction.			
			Parsonage Provided		No Parsonage
		4% contribution	\$1,890.00	Annual amount	\$1,400.00
		Identified %	Parsonage Provided		No Parsonage
		3%	\$1,417.50	Annual amount	\$1,050.00
	\$ 1,417.50	For maximum COMPASS pension benefits, the pastor must contribute 4% of their compensation plus housing. The church will match up to 4% of Clergy's contribution to UMPIP. If a lower percentage is requested, the church must match that % amount. A higher percentage can be requested, however the maximum matching amount is 4%. Enter the amount to be included with the church's COMPASS payment in the orange cell			
	\$ 1,417.50				
v.		403B Contribution to Other than UMPIP - This is a payroll deduction contribution to a pension plan held with a bank or investment firm. There must be a voluntary compensation reduction agreement on file with the church and can be a before or after tax contribution.			

i.		COMPASS Church Contributions (Annual)			
	\$1,800.00	Standard 150.00 per month			
	\$1,417.50	3% Pension Base			
	\$1,417.50	UMPIP Match			
	\$4,635.00	Total Annual Church Contribution to COMPASS Benefits			

EXAMPLE 3

Dollar amount for UMPIP contribution, Parsonage provided. Based on a cash salary of 35,000 . Total pension base is 47,250

iv.	<div>The annual amount that the participant is contributing is to be entered manually in the green cell below. This amount is the participant's payroll deduction.</div> <div></div> <div><div>\$ 2,000.00</div><div><div>\$ 1,890.00</div></div></div>	UMPIP Contribution- An automatic pre-tax payroll deduction of 4% of compensation plus housing will be used for contributions to UMPIP (United Methodist Personal Investment Plan). The pastor can elect to have a different % as a contribution to UMPIP, however will have to contact the Conference Benefit Officer in writing (email is fine) indicating the requested % or to waive out completely. This will be billed by the Board of Pensions on the church's monthly invoice as a payroll deduction.			
			Parsonage Provided		No Parsonage
		4% contribution	\$1,890.00	Annual amount	\$1,400.00
		Identified %	Parsonage Provided		No Parsonage
			\$0.00	Annual amount	\$0.00
		For maximum COMPASS pension benefits, the pastor must contribute 4% of their compensation plus housing. The church will match up to 4% of Clergy's contribution to UMPIP. If a lower percentage is requested, the church must match that % amount. A higher percentage can be requested, however the maximum matching amount is 4%. Enter the amount to be included with the church's COMPASS payment in the orange cell			
v.	403B Contribution to Other than UMPIP - This is a payroll deduction contribution to a pension plan held with a bank or investment firm. There must be a voluntary compensation reduction agreement on file with the church and can be a before or after tax contribution.				

Note that the maximum match contribution for the church is 4% of the pension base. This is indicated by the  indicating the maximum amount that can be manually entered.

i.	COMPASS Church Contributions (Annual)			
	\$1,800.00	Standard 150.00 per month		
	\$1,417.50	3% Pension Base		
	\$1,890.00	UMPIP Match		
	\$5,107.50	Total Annual Church Contribution to COMPASS Benefits		

PAYROLL DEDUCTIONS

Payroll deductions include UMPIP clergy contribution, excess HealthFlex premium over the default premiums, any employee contributions to a Health savings plan, Dental coverage premiums and Vision coverage premiums. HealthFlex payroll deductions will be provided after Annual Election.