

2020 Pastor's Compensation Form



Pastor: _____ Church: _____
 For Period of: **January 1, 2020 through December 31, 2020** 2019 2020

			2019	2020
Housing	Parsonage Provided – Write Yes or No			
	Date of (S)PPRC chairperson parsonage inspection			
	Housing Allowance - May only be used in lieu of parsonage			
Payment	Church Contribution to Pastor Compensation (Salary from Church)	1		
	Equitable Compensation or Mission Local Church Support - Compensation support received from the Annual Conference	2		
	Cash Allowances paid directly to pastor without documentation required (non-accountable plans not already included in line 1)	3		
	Utilities and Appurtenances – Amount paid to pastor for utilities and other housing related expenses under designation by the church. See IRS Publication 517 for more information.	4		
	TOTAL OR GROSS CASH PAYMENT - Add Lines 1-4	5		
Deductions	Flexible Spending Plan - This is a FSP that the pastor sets following IRS Cafeteria Plan Section 125 Rules. This may NOT be used for health insurance premiums. It is a before tax payroll deduction which is elected annually and is a Use it or Lose it amount.	6		
	UMPIP Contribution - This is a voluntary amount elected by the pastor to be paid into UMPIP. FOR CHURCH MATCH, PASTOR MUST CONTRIBUTE AT LEAST 1% OF COMPENSATION .	7		
	UMPIP Contribution - Is this tax-deferred? Write Yes or No	7b		
	403B Contribution to Other than UMPIP - This is a contribution to an IRA held with a bank or investment firm. There must a voluntary compensation reduction agreement on file with the church and you may elect it to be tax-deferred.	8		
	Total Payroll Deductions - Add lines 6-8	9		
Net	Net Compensation - Subtract Line 9 from Line 5	10		
Total	TOTAL CASH COMPENSATION - Transfer from Line 5	11		
Reimburse	Accountable Reimbursement - This is only paid out via voucher, with receipts required, and represents maximum available. Written Reimbursement Policy Must Be Agreed Upon and On File at Church	12		
Appointment	TOTAL COMPENSATION AND REIMBURSEMENTS - Add Lines 11 and 12	13		
Benefits	Does the church provide group insurance for the staff in which the pastor participates? Write Yes or No	14		
	How much vacation time will be given your pastor this year? (p. 379 2018 Arkansas Conference Journal)	15		

For all full-time pastors, the church will be responsible for a pension benefit of 14% of total comp plus housing and will be direct billed by the conference office. This is a benefit and not included in the total compensation paid to the pastor.

The Pastor Parish Relations Committee recommends compensation after consultation with the pastor and the District Superintendent. The recommendation is reported to the Finance Committee and the Administrative Board/Council for discussion and agreement. The Charge Conference sets compensation. The church is obligated to compensate the pastor as this level until the end of the conference year. (§624.1)

_____ Pastor	_____ Treasurer	_____ S/PPRC Chairperson
_____ District Superintendent		

Pastor's 2020 Compensation Form Instructions



Housing

- **Parsonage Provided** – If your church provides a parsonage answer “Yes” otherwise answer “No”
- **Date of Parsonage Inspection** – Write the date of the last inspection of the church owned parsonage. If the church does not provide a parsonage then leave this line blank.
- **Housing Allowance** – List the amount of money the church provides for the pastor's housing allowance. This is only in lieu of a church owned or leased parsonage. The pastor does not have to provide the church receipts for reimbursements and these funds. This amount may be reported on box 14 of the pastor's W2.

Payment

- **Church Contribution to Pastor Compensation** – List the total pastor's salary as approved by the charge/church conference prior to any deductions. Do not include other compensation items listed below (Equitable Compensation, Cash Allowances, or Utilities and Appurtenances).
- **Equitable Compensation or Mission Local Church Support** – List all funds received from the Conference for the support of the salary for the pastor.
- **Cash Allowances** – List any amount paid to the pastor for non-accountable cash allowances. This may include, but not limited to car or travel allowance, discretionary funds, and/or expense accounts.
- **Utilities and Appurtenances** – List funds designated for use by the pastor for housing related expenses as provided for by IRS section 107. This may include utilities, furnishings, or other non-consumable housing related expenses. More information on this topic can be found in IRS Publication 517 or by visiting www.umc.org/gcfa/tax-packet.

Deductions

- **Flexible Spending Plan** – These plans sometimes referred to as Cafeteria 125 plans may only be used in conjunction with a bona fide group health care plan. If the church does not offer the pastor health care coverage through a group plan, then flexible spending plans may not be used for health care reimbursements. In other words, these plans cannot be used to reimburse medical expenses, including premiums for plans bought through the medical exchange.
- **UMPIP Contribution** – This is the voluntary contribution by the pastor to the United Methodist Personal Investment Plan (UMPIP). These funds may be withheld on either a tax-deferred or tax-paid basis. At least 1% of plan compensation (Line 5 plus housing) must be contributed in order to receive a 1% matching contribution.
- **UMPIP Contribution Tax Deferred** – If the contribution from the prior line is contributed on a tax-deferred basis then write “Yes” on line 7b. If the contribution is being made after-tax write “no.”
- **403B Contribution Other Than UMPIP** – List any amount being contributed to a retirement fund for the pastor other than UMPIP. Please indicate whether this is being made on a tax-deferred basis.

Reimbursements and Benefits

- **Accountable Reimbursement** – Fund established to reimburse the pastor for expenses. This should only be established with a written policy set by the church and requires written documentation of expenses. For more information and sample policies visit www.umc.org/gcfa/tax-packet.
- **Does the Church Provide Group Insurance for You** – Please write yes or no if the church provides group insurance for the staff for the 2020 calendar year in which YOU participate.