

Kentucky Annual Conference

2020 Clergy Compensation Form Instructions

- Complete a compensation form for each pastor under episcopal appointment to the local church. **In the case of a multiple-point charge, each church must complete a compensation form.**
- Compensation is to be reported on a calendar year basis (12 months).
- Minimum Base Compensation for 2020:

Clergy Status	Minimum Base Salary
Full Conference Member	\$36,743
Provisional Member	\$34,641
Associate Member	\$34,641
Full-Time Local Pastor	\$32,535

Part 1 – Clergy & Church Information

- Conference relationship status: Indicate the relationship status. Ex: FE, PE, FL, PL, SY, RE, etc.
- Appointment percentage: For clergy serving less than full-time, appointment percentage is to be set by the District Superintendent.
- Church information: Indicate district, charge name, church name and church GCFA#.

Part 2 – 2020 Compensation Information

1. Cash salary: Base salary **plus amounts paid by the church for a pastor's buy-up for health insurance or for spouse/family coverage should be included in this amount.**
2. Equitable Compensation: Amount that may be provided by the Conference to meet minimum compensation requirements.
3. District Support: Amount that may be provided by the District for pastor's compensation.
4. Self-Employment Tax: Any amount paid by the church toward the pastor's self-employment tax.
5. Other income: Includes but is not limited to travel stipends, YMCA/gym memberships, and payments to an IRA or other personal investment plan. *For Full-Time appointments, do not include amounts for United Methodist pension and insurance plans (CRSP/ CPP) or amounts for expenses that are reimbursed through an accountable reimbursement plan. UMPIP or other payments made into pension funds should be included for appointments less than full-time.*
6. Total Cash Compensation: Sum of lines 1-6.
7. Parsonage or Housing Allowance:
 - (a) Parsonage: Indicate if the pastor is provided a parsonage and if the pastor resides in the parsonage.
Parsonage equivalent: Enter the amount from line 6 and multiply by 0.25 (25%).
 - (b) Housing Allowance: Cash amount paid to the pastor if a parsonage is not provided or amount provided in addition to a parsonage. The required minimum housing allowance for full-time clergy not living in a church-provided parsonage is \$16,000. *The cash housing allowance is different from the Housing Exclusion (Part 3).*
8. Total Plan Compensation: Add lines 6 and 7(a) and/or 7(b). This is the amount used to calculate pension plan contributions for CRSP and CPP premiums.

Part 3 – Housing Exclusion

A portion of income the pastor may be able to exclude from gross income for federal income tax purposes. For more information, please refer to the Clergy Housing Q&A www.kyumc.org/finance.

Part 4 – 2020 Pension Rates & Medical Cost

2020 rates for pension and CPP. **CRSP DB** is 11% of Line 8 (Total Plan Compensation). **CRSP DC** is 3% of Line 8. **CPP** is 3% of line 8. The **church's share of medical** for 2020 is \$12,000/year or \$1,000/month.

Part 5 – Signatures

Signatures for the pastor, district superintendent, and SPRC chair **are all required** on this form.