



To live the Gospel of Jesus Christ and to be God's love with our neighbors in all places.

TO: Staff/Pastor Parish Relations Committee Chairpersons
Pastors Serving Local Churches
FROM: Vicki Putney, Benefits Officer
RE: 2015 Pastor Compensation Information

Greetings to our colleagues in the local churches of the Upper New York Conference!

A packet of information has been prepared related to compensation and benefits in 2015 for our conference pastors. Staff/Pastor Parish Relations Committee Chairpersons are receiving a hard copy of the information that pertains to the task before them prior to Charge Conference this fall. This information can also be opened and/or downloaded off the Upper New York Conference website.

Pastors will receive this cover letter via email with a web-link to the packet information as well as some additional information that they may find helpful in planning for the year ahead.

Salary Computation:

1. See ***Setting the Pastor's Compensation*** brochure. **PLEASE** read this document before doing the salary sheet.
2. An EXCEL spreadsheet version of the enclosed worksheets/report form – 2015 UNY Clergy Compensation Form and optional worksheets – will be available in early August at uny.umconline.org.
3. Salary Forms are due in your District Office 2 weeks prior to your Charge Conference.
4. The salary support grant application process (Equitable Compensation) will be publicized in September for 2015 grants.

Clergy Benefits:

1. Health Insurance rates, pension plan costs, and disability/death benefit premiums are provided in the accompanying document: ***Setting the Pastor's Compensation***. Workers Comp and short term disability, which is covered and billed through the multi-peril church insurance program, are not included in this information.
2. The Benefits Office web page contains comprehensive information on its web page about the various benefit plans. **PASTORS TAKE TIME TO REVIEW THIS INFORMATION.**

Clergy Considerations:

When considering your compensation package, it is a good time to review your financial goals and options.

1. Are you saving enough for retirement? Consider starting or increasing your contribution to the United Methodist Personal Investment Plan (UMPIP). Review the **UMPIP Information** document regarding the 1% match; and the other resources available on the web site. Take advantage of the FREE financial planning offered through Ernst & Young.
2. Review the health plan deductibles and co-payments you have experienced. Would you benefit from the use of the Flexible Spending Account (FSA) available through HealthFlex for enrolled participants? Clergy enrolled in alternative plans can use the FSA information as a general guideline for what's eligible, but must contact their health care plan for enrollment options.
3. Do you have household expenses that could qualify as housing exclusion? Use of this exclusion does not cost your church more, but can exclude some of your income from federal income taxes.

Conference Benefits Office, 324 University Ave., 3rd Floor, Syracuse, NY 13210

(315) 424-7878 • Toll-free (855) 424-7878 • Fax (315) 478-4869 • www.unyumc.org • BenefitsOffice@unyumc.org

Charge Conference Forms:

Other forms that are needed for your church/charge conference will be available in early August on uny.umconline.org. Deadlines are listed there as well.

Important Dates:

See Deadlines on the Annual Report Form Check List

October 16 – Retirement Seminar – 10 am to 3 pm – Eastern region

October 17 – Retirement Seminar – 10 am to 3 pm – Western region

Early November – dates to be announced – HealthFlex Open Enrollment and FSA Election Period

- This is important for anyone who waived HealthFlex coverage and wishes to enroll for 2015; for those who want to elect a FSA for 2015; and for those who want to elect the CDHP coverage.

If you need any assistance, please contact Linda Houmiel (855-424-7878 ext. 306; LindaHoumiel@unyumc.org), and allow her to answer or forward your questions as appropriate. Thank you!

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cc: District Superintendents
Benefits Office Staff