



# Upper New York Conference

The United Methodist Church

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

August 2023

TO: Staff/Pastor Parish Relations Committee Chairpersons, Pastors Serving Local Churches  
FROM: Susan Latessa, Director of HR/Benefits  
RE: Pastor Compensation Information 2024

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

A packet of information has been prepared related to pastor compensation in our Conference for 2024. The packet contains important financial information related to clergy benefits that will be helpful in preparing for Charge Conferences this Fall. Pastors, Staff/Pastor Parish Relations Committee Chairpersons and local church Treasurers will receive the packet via email. This information, as well as an abundance of other helpful resources, can also be viewed and/or downloaded from the UNY Conference website <https://www.unyumc.org/about/benefits-administrative-services>- on the right side of the screen, select **2024 Pastor's Compensation**.

**It is IMPERATIVE that the pastor or S/PPRC Chair provide an approved copy of the compensation form to the Treasurer following charge conference.**

## **Salary Computation:**

1. See **Setting the Pastor's Compensation** document. **PLEASE** read the document before completing the salary sheet.
2. ***There is a new, separate compensation sheet for Retired clergy appointed to churches and lay supply pastors. Please make sure you use the correct form.***
3. It is strongly recommended that you use the EXCEL spreadsheet versions of the enclosed worksheets and report form (available on the UNY website after August 1) <https://www.unyumc.org/resources/forms>
4. Salary Forms are due in your District Office 2 weeks prior to your Charge Conference.
5. Salary support grant application process (Equitable Compensation) will be published on the conference website in September 2023 for 2024 grants. Applications are due to the District offices early October 2023.

## **Clergy Benefits:**

1. It is important to note that the benefit premiums have been developed and approved by the Conference Board of Pension & Health Benefits with the expectation that 100% of the benefit premiums will be paid in a timely manner each month.
2. 2024 health insurance rates, pension plan costs, and disability/death benefit premiums are provided in the accompanying document: **Setting the Pastor's Compensation** and on the Clergy Compensation Form. Workers Comp and short-term disability, which is covered and billed through the multi-peril church insurance program, are not included in this information.
3. As in 2023, benefit eligible clergy will receive a premium credit which is a set amount of money the participant can use to "shop" for their coverage. If the participant chooses a plan that costs more than their premium credit, they will be billed for the difference. If the participant has premium credit money left over, it will be available to use in a health spending account (the account corresponds to the type of plan they choose). Due to an increase in HealthFlex premiums for 2024, participants will see a 4% increase (premium credits will be adjusted accordingly).
4. Dental Coverage will continue to be offered as part of the HealthFlex Exchange platform during annual election in late October/early November. The dental carrier remains CIGNA. Dental will be billed as part of the HealthFlex personal premiums (PERS). Note: If you are enrolled in the 2 person or family coverage *under the DHMO plan*, you may see an increase in premium.



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## **Clergy Considerations:**

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

1. Review the health plan deductibles and co-payments you have experienced. There are NO Health Reimbursement Accounts (HRAs) for the PPO plan.
2. The Pastor's Personal Contribution (PERS) for any HealthFlex Exchange plan elections will be equivalent to any elections over the premium credit amount. Consider enrolling in the Flexible Spending Account (FSA) available through HealthFlex to help manage your deductible and co-payment costs while also reducing your taxable income. FSAs can only be elected during Open Enrollment.
3. Are you saving enough for retirement? Consider starting or increasing your personal contribution to the United Methodist Personal Investment Plan (UMPIP). Review the **UMPIP Information** document regarding the 1% match for CRSP; use the **UMPIP Contribution Election Form** to make changes. Take advantage of the FREE EY financial planning offered through Ernst & Young.
4. Do you have household expenses that could qualify as a housing exclusion? Use of this exclusion is not an additional expense to your church. It can reduce your taxable income by excluding eligible housing expenses from your federal income taxes. The resolution form is included on the Charge Conference Forms page (see below). Housing exclusions must be signed and in place before the start of a new appointment or before the start of a new calendar year.
5. The Annual Conference approved the designation of a separate amount for continuing education within the clergy Accountable Reimbursement Plan (ARP). (See Clergy Support Policies) The total MINIMUM ARP remains \$3,500 for full-time clergy serving one church or \$4,500 for multiple churches. However, within that amount you need to identify how much will be designated for continuing education.

## **Charge Conference Forms:**

Other forms that are needed for your church/charge conference are available on the UNY website's Charge Conference Forms page, along with their deadlines: [unyumc.org/resources/forms](http://unyumc.org/resources/forms)

## **Clergy Appointment Moves:**

If a clergy appointment move (of any distance) is paid for by the Conference, a 1099-MISC reflecting the actual cost of the move will be sent to you at year end. Under federal tax law, the cost of a move paid on your behalf is taxable income which must be reported. The expense is non-deductible.

**\*\*Please remember that your church will see a one month, one time, increase in the Pastor's CPP and CRSP billed amounts due to having to pay the pension benefits on the cost of his/her move.**

## **Important Dates:**

See Deadlines on the Annual Report Form Check List

Late October/Early November – dates to be announced -- Open Enrollment and FSA Election Period

•This is important for anyone who:

- 1). Waived HealthFlex coverage in 2023 and wishes to enroll for 2024;
- 2). Wants to elect an FSA or HSA for 2024;
- 3). Wants to make changes to their 2023 elections (for 2024; i.e., Add/drop dependents, add/drop coverages);

○ **NOTE:** There are Plan changes for 2024 – your current plan may not be available. You need to review the plans and decide if you need to enroll in a different plan.

If you need any assistance, please contact Julie Valeski (ext. 2001 or [JulieValeski@unyumc.org](mailto:JulieValeski@unyumc.org)) or me (ext. 2002 [susanlatessa@unyumc.org](mailto:susanlatessa@unyumc.org)). Thank you!

cc: District, Superintendents, Local Church, Treasurers