



Compensation & Personnel Expenses

Clergy Person: _____ Membership Status: _____

Name of Church: _____ Appointment: 25% 50% 75% 100%

Date New Compensation Goes into Effect _____ Total Years Serving in Ministry _____

Item		Must meet requirements per Conference Guidance	* Adjusted Cash Salary & Housing
Compensation	(A) Cash Salary (must meet DSC minimum) **	\$	
	(B) Housing (check one box below) <input type="checkbox"/> Housing Allowance <input type="checkbox"/> Parsonage (25% Of Cash Salary) ***	\$	
	(C) Total Compensation (A + B)	\$	
Benefits	(D) Pension - CRSP (13% of (C) above)	\$	X
	(E) Conference Health Insurance – Church Portion (see Health Insurance Schedule)	\$	
	(F) Participant Portion of Health Insurance Paid for Clergy Person by the Church (optional)	\$	
	(G) External Health Insurance Paid for Clergy Person by the Church (an option to (E)) *****	\$	
Expenses	(H) Continuing Education (\$500 min)	\$	
	(I) Accountable Reimbursement Plan (\$2,000 min)	\$	
	(J) Annual Conference Session Expenses Paid for Clergy Person	\$	
Total (C through J)		\$	

Make any other notations here:

Signing this document signifies agreement:

Pastor: _____ Date: _____

SPRC Chair: _____ Date: _____

Finance Chair/Treasurer: _____ Date: _____

District Superintendent: _____ Date: _____

*, **, *** SEE NOTES ON NEXT PAGE

Notes:

* If the clergyperson elects to move some of their Cash Salary into Housing, it should be noted in the “Adjusted Cash Salary and Housing” column. Their signature on the form means that they have requested this shift in salary, and they understand they are being compensated at the minimum required salary shown in the “Must meet requirements per Conference Guidance” column.

** Cash Salary must meet conference minimum based on years of service. Find 2020 minimum salaries in the 2019 Desert Southwest Conference Journal in the *Legislation Approved* section of the *Daily Proceedings*.

*** When a parsonage is provided, 25% of the cash salary is computed to determine pension (D) contribution only. The amount in (B) Parsonage is not paid to the clergy.

**** External health insurance must meet exemption standards. The HealthFlex opt-out exemptions are for coverage through:

- Previous employer
- Spouse’s employer
- ACA marketplace (if they are eligible for the premiums tax credit)
- Military (TriCare)
- Medicare