

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 _____

			Must meet requirements per Conference Guidance	Adjusted Cash Salary & Housing ¹
Compensation	(A)	Cash Salary (must meet DSC minimum) ²	\$	\$
	(B)	Housing ³ <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) above) ⁴	\$	
Expenses	(H)	Continuing Education (\$500 min)	\$	
	(I)	Accountable Reimbursement Plan (\$2,000 min) ⁵	\$	
	(J)	Annual Conference Session Expenses Paid for Clergy Person	\$	
Total (C through J)			\$	

Signing this document signifies agreement:

Pastor: _____ Date: _____

SPRC Chair: _____ Date: _____

Finance Chair/Treasurer: _____ Date: _____

District Superintendent: _____ Date: _____

Notes:

- ¹ If the clergyperson elects to move some of their Cash Salary into Housing Allowance, it should be noted in the “Adjusted Cash Salary and Housing” column. The clergy person’s 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.
- ² Cash Salary must meet conference minimum based on years of service. Find 2022 minimum salaries in the 2021 Desert Southwest Conference Journal or in the supporting documents on <https://dscumc.org/church-forms/>.
- ³ When a Housing Allowance is provided, it should be comparable to Housing standard in local church community in consultation with District Superintendent.
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.
- ⁴ 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
- ⁵ \$4,000 combined total per year for pastors appointed to multi-point charges.