

Clergy Support Team Report

Clergy Compensation

In 2009, the Missouri Conference Clergy Support Team asks that the annual conference recommend that each pastoral charge give their clergyperson(s) at least a cost-of-living increase plus the consideration of a “merit” increase.

All full-time charges must include in their compensation package:

A. **Travel** - Reimbursement for the actual “business” miles traveled by the clergy at the current rate established by the IRS. Clergy are to voucher all miles and submit documentation to the church treasurer for reimbursement.

B. **Utilities** - (Gas, Electricity, water, sewer, base telephone and basic cable. We also recommend that charges consider providing internet service for full-time clergypersons.) Either (1) a cash allowance at a minimum of \$2,400 per year; or (2) direct payment to the utility companies. When the utility companies are paid directly, there is no compensation to the clergyperson for utility charges.

C. **Health Insurance** - All full-time charges shall be enrolled in the conference insurance program. (Missouri Annual Conference Standing Rule 401.00)

D. **Pension** - Monthly premium for the clergyperson’s CRSP and CPP.

E. **Housing** - Provide adequate housing or housing allowance meeting the standards of church-owned residences as published in the 2007 Missouri Conference Journal, pages F-26 through F29.

F. **Continuing Education** - Full-time clergy are required to participate in a continuing education plan. Charges are encouraged to pay for these expenses either by a continuing education allowance or reimbursement.

G. **Professional Expenses** - It is recommended that other professional expenses directly related to work as a clergy person be paid as a reimbursed expense. Please refer to the General Council on Finance and Administration Accountable Reimbursement Policies

It is recommended that the total allotted for travel, utilities, continuing education and professional expenses be a minimum of \$7,000.00 per year.

Minimum Salary and Salary Supplement

The minimum base salary for all full-time clergypersons under Episcopal appointment is determined by multiplying the conference average base salary (2009, \$45,254) by 70% for full-time local pastors; 70% plus \$800 for associate and full-time probationary members; and 70% plus \$1,250 for full members. Therefore, the minimum base salary for all full-time clergy is as follows (Section A of Pastoral Support Form):

	<u>2008</u>	<u>2009</u>	
Full-time Local Pastors	\$30,554	\$31,678	
Associate members and Full-time Probationary Members	\$31,354	\$32,478	
Full Members	\$31,804	\$32,928	
2009 Part-time minimums	<u>¾ Time</u>	<u>Half Time</u>	<u>¼ Time</u>
Local Pastor	\$23,759	\$15,839	\$ 7,920
Probationary/Associate Member	\$24,359	\$16,239	\$ 8,120
Full Member	\$24,696	\$16,464	\$ 8,232

A charge may receive minimum salary assistance at the recommendation of the district superintendent and approval by the Clergy Support Team. All charges receiving assistance must be able to pay at least 65% of the recommended base salary and have paid all conference apportionments in full the year prior to application. The charge must also pay insurance for the clergyperson and provide adequate housing. If the charge exceeds the \$2,400 utility allowance, it should be accomplished by paying the utilities directly. Charges receiving minimum salary support must pay at least 65% of the minimum salary with the Clergy Support Team paying the balance. Those minimum amounts for full-time charges are:

	<u>2008</u>	<u>2009</u>
Full-time Local Pastors	\$19,860	\$20,591
Associate members and Full-time		
Probationary Members	\$20,380	\$21,111
Full Members	\$20,673	\$21,403

It is expected that by the time a charge has been on Minimum Salary Assistance for five years, it should be self-sufficient. If such is not the case, the Cabinet should give consideration to charge realignment. Salary Supplement Support for missional purposes including the appointment of clergy in support of the value of diversity within the conference is available in special cases upon recommendation of the district superintendent and approved by the Executive Committee of the Clergy Support Team. Local church treasurers should be informed that apportionments for “bishops, district superintendents, conference claimants, and the Equitable Compensation Fund” (Episcopal Fund, Superintendents Fund, Clergy Support Fund, Equitable Compensation Fund, Moving Expense Fund and Ministerial Education Fund) shall be paid in each pastoral charge “exactly proportional to the amount paid on the clergy base compensation. (Para. 621, 2004 Discipline)

Pensions

The Pre-1982 annuity rate recommended to the Missouri Annual Conference by the Conference Board of Pensions for 2009 is \$490.00 per service year. This reflects an increase of \$10.00 or 2.08% over the 2008 approved rate. Note: The recommendation by the General Board of Pensions is that the annuity rate for pre-1982 service be an amount that is between 0.9% and 1.0% of the Conference Average Compensation (CAC). The Missouri Conference compensation for 2009 is computed to be \$56,568. The Annuity Rate recommended for 2009 will be .87% of the CAC.

In 2009, churches will be directly billed by the conference for participants under Episcopal appointment for current service under terms of the Clergy Retirement Security Plan (CRSP). The amount billed will be a percentage of the clergyperson’s compensation. The percentage will be fixed annually by the Clergy Support Team based on the funding amount required by the General Board of Pension and Health Benefits. For 2009, the percentage will be 12.22% of the clergyperson’s compensation.

In 2009, the Comprehensive Protection Plan (CPP) part of the pension plan will be directly billed to churches. The amount billed will be a percentage of compensation as determined by the General Board of Pensions and Health Benefits. The CPP percentage will be 3% of compensation up to two times the 2009 denominational average compensation of \$56,568.

Amounts received as payment of pension plan direct billings shall be received for the sole benefit of pension plan participants.

Determination of Appointment for Purpose of Service Credit for Clergy Retirement Security Plan: In 2009, to receive a full-year service credit under the Clergy Retirement Security Plan (CRSP), the person under appointment must receive (1) at least the conference minimum base salary support together with housing in the form of a parsonage {the General Board of Pensions and Health Benefits computes the value of a parsonage as 25% of base salary for purpose of determining compensation for pension purposes} or (2) at least the conference minimum base salary together with a housing allowance totaling in aggregate an amount equal to or greater than 125% of the conference minimum base salary. Persons under appointment who do not qualify for full-year pension credit shall receive partial year credit reflected as .75, .50, or .25 of the full-year credit. A person not qualifying for full-year pension credit shall receive .75 service credit if the amount of base salary paid together with housing allowance or parsonage housing value is equal to or exceeds 87.50% of the minimum conference base salary (CMBS X 1.25 X .70). A person not qualifying for full-year or .75 service credit shall receive .50 service credit if the amount of base salary paid together with housing allowance or parsonage housing

value is less than 87.50% of the minimum conference base salary but is equal to or exceeds .50 of minimum conference base salary (CMBS X 1.25 X .40). A person not qualifying for full-year or .75 or .50 service credit shall receive .25 service credit for pension purposes. The parsonage housing value for a person living in a parsonage while receiving less than the conference minimum base cash salary shall be 25% of base salary paid.

	Full Member	Associate/Probationary	Local Pastor
Full Time	\$41,160	\$40,598	\$39,598
¾ Time	\$28,812 - \$41,159	\$28,418 - \$40,597	\$27,718 - \$39,597
½ Time	\$16,464 - \$28,811	\$16,239 - \$28,417	\$15,839 - \$27,717
¼ Time	\$1 - \$16,463	\$1 - \$16,238	\$1 - \$15,838

Retired Minister's Day

The Conference Board of Pensions (in compliance with the Discipline Para. 1506.13e recommends that each local church observe Retired Minister's Day in honor of the retired ministers, their spouses and surviving spouses of ministers in recognition of the church's responsibility for their support. We recommend this observance be held in February.

Moving Expense Reimbursement

Moving expense reimbursement information for clergy upon retirement or being granted disability leave or surviving spouse of a clergy not yet retired is found in the Conference Clergy Support Policies and Procedures document.

Death Benefit Payments

Death benefit payments for those clergy in the former Missouri West Conference granted retirement status prior to becoming the Missouri Conference are found in the Conference Clergy Support Policies and Procedures document

Health Insurance

The Missouri Conference Health insurance Plan for active participants in 2009 will be Healthflex.

Information with regard to participation for active and retired clergy is found in the Conference Standing Rules and Conference Clergy Support Policies and Procedures document.

Clergy Support Proposed Budget for 2009

Original Medicare Supplement

Estimated Income

From Apportionment for Clergy Support	\$2,614,916	\$1,617,500
From Apportionment for Equitable Compensation	200,000	200,000
From Retiree Contributions	519,360	
From Moving Expense Fund	100,000	100,000
From Interest Earnings	<u>30,000</u>	<u>30,000</u>
Total Estimated Income	\$3,464,276	\$1,947,500

Estimated Disbursements

Clergy Support		
Retiree/Disability Insurance & Pension	\$3,066,276	\$1,549,500
Administration	70,000	70,000
Retiree/Disability Moving Grants	24,000	24,000
Education	<u>4,000</u>	<u>4,000</u>
Sub Total	\$3,164,276	\$1,617,500

Equitable Compensation

Salary Support	\$160,000	\$ 160,000
Special Grants	<u>40,000</u>	<u>40,000</u>
Sub Total	\$200,000	\$ 200,000
Moving Expense Reimbursement	<u>\$100,000</u>	<u>\$ 100,000</u>
Total Estimated Disbursements	\$3,464,276	\$1,947,500