

## MSC 2023 Annual Clergy Compensation - No Parsonage Provided-Full Time

Pastor's Name: Seth O'Kegley-Gibson Effective Date: 1-Jan-23  
 Church: Grace United Methodist Church City: Denver  
 District:  MHM  /PP  Trinity  UT/WCO  WY  MT-East  MT-West

This appointment is: Ordained, AM, LLP COS complete LLP, COS in process

	<b>Minimum Required Cash *</b>	<b>Minimum Required Cash **</b>	
(check one)	Salary - Line A.1	Salary - Line A.1	2023 HealthFlex Premium Credit* - Line H.3.
<input checked="" type="checkbox"/> Full Time	\$41,440.00	<input checked="" type="checkbox"/> \$37,440.00	Single \$13,320.00
<input type="checkbox"/> 3/4 Time	\$31,080.00	\$28,080.00	Two-party \$13,320.00
<input type="checkbox"/> 1/2 Time	\$20,720.00	\$18,720.00	Family \$13,320.00
<input type="checkbox"/> 1/4 Time	\$10,360.00	\$9,360.00	(Full Time Only) *Church's obligation

<b>A. Salary</b>	
A.1. Cash Salary Provided	\$30,000.00
A.2. Cash Housing Allowance Provided	\$38,000.00
A.3. Taxable Payment in Lieu of Health Insurance	
A.4. Total Base Cash Salary	\$68,000.00

<b>B. Housing</b>	
Does the pastor live in a parsonage?	NO
B.2. Designated Cash Based Housing Allowance	\$38,000.00
This must be substantiated by a signed resolution.	

<b>C. Housing Expenses Paid Directly by Church</b>	
C.1. Parsonage Improvement-no mortgages	No Parsonage
C.2. Parsonage Utilities	No Parsonage
C.3. Parsonage Furnishings	No Parsonage
C.4. Parsonage Maintenance	No Parsonage
C.5. Parsonage Other	No Parsonage
C.6. Total (C.1. thru C.5.)	No Parsonage

<b>D. Accountable Reimbursement Accounts</b>	
D.1. Includes the following: Continuing Education, Books, Periodicals, Publications, Professional Associations, Annual Conference Costs, Mileage/Travel, Other	\$3,500.00
D.2. Total	\$3,500.00

<b>E. Net Compensation Calculation</b>	
E.1. Total Cash (A.4.)	\$68,000.00
E.2. UMPIP / 403(b) Salary Reduction	\$680.00
E.3. MRA and/or HSA-Medical Reimbursement Account DCA-Dependent Care Account Pastor Share of HealthFlex Premium	
E.4. Subtract E.2., E.3. and E.4. from E.1. to get net income	
Deductions are not subject to Charge Conference approval.	\$67,320.00

<b>F. Clergy Retirement Security Program (CRSP)</b>	
F.1. Total Cash (A.4.)	\$68,000.00
F.2. Add parsonage value	No Parsonage
F.3. Add F.1. and F.2. to determine CRSP Compensation	\$68,000.00

<b>G. Comprehensive Protection Plan (CPP)</b>	
G.1. Total Cash (A.4.)	\$68,000.00
G.2. Add parsonage value	No Parsonage
G.3. Add G.1. and G.2. to determine CPP Compensation	\$68,000.00
Note: G.3. Maximum in 2023 is \$152,442	

<b>H. Clergy Benefits Calculation Summary</b>	
H.1. CRSP Contributions paid directly to the Conference Office	\$8,840.00
H.2. CPP Contributions paid directly to the Conference Office	\$2,040.00
H.3. HealthFlex Premium Credit (above)	\$13,320.00
H.4. Optional "extra" HealthFlex paid by church	
H.5. Total (H.1. thru H.4.)	\$24,200.00

Pastor's Signature and Date

SPRC Chair or Treasurer Signature

<b>Summary of Costs to Church:</b>	
Total Base Cash Salary (A.4.)	\$68,000.00
Parsonage Housing Expense (C.6.)	No Parsonage
Reimbursable Items (D.2.)	\$3,500.00
Clergy Benefits (H.5.)	\$24,200.00
<b>Total Church Budget Impact</b>	<b>\$95,700.00</b>

District Superintendent (or presiding elder) Signature

<b>Summary of Clergy Compensation:</b>	
Total Base Cash Salary (A.4.)	\$68,000.00
Less: Payroll Deductions (E.2., E.3., E.4.)	\$680.00
<b>Total Net Compensation to Clergy</b>	<b>\$67,320.00</b>

\* Elders, Deacons, Associate Members and LLP who have completed course of study.  
 \*\* LLP who have completed licensing school.

Complete and mail or e-mail to: **Your Local District Office and your District Superintendent**