

# Clergy Compensation

Save

Name  
Daniel O'Kegley

## Filing Info ▶

Salary Start Date

1/1/2026

 Date

 Time

Salary End Date

12/31/2026

 Date

 Time

Previous Salary Start Date

1/1/2025

 Date

 Time

Clergy status at time of filing

Full Elder



Please indicate the total % of time serving

Full Time (FT)



## Salary Source Information ▶

Choose all of the churches you serve EXCEPT those not contributing to compensation. Start typing the name of your church, and the options will be limited to those first few letters.

Also, **if you receive Equitable Compensation, or are appointed to a District**, choose 'Z-Conf Compensation' from the Church selection drop-down, and put the District or Equitable Comp in this column when supplying your Splits (next step after submitting this form).

Church

To quickly find your church, start typing the first few letters of the name and choose from the results shown

- Denver, Grace UMC Denver Colorado





If more than one church is chosen, provide % of time serving  
List the churches in the appointment with their corresponding percentages serving

Fiscal Agent

The fiscal agent for single church appointments is that church. The fiscal agent for multi-point charges will be the one, single church responsible for paying clergy benefits.

▼

District  
Only choose a district if you are appointed to that district

▼

MSC-paid Extension Ministries

▼

Please indicate the reason for a change in compensation

Cash Salary ▶

Cash salary from prior year  
List 'Cash Salary Provided' amount from 2025 Compensation form (Field A1), minus Designated Cash-Based Parsonage Allowance (Field B2) - Enter 0 for newly appointed clergy

\$46,000.00

Cost of living increase (or min. salary increase)  
4% recommended; list amount, not percentage. Do not add this amount to 'Cash salary from prior year.'

List 'Cash Salary Provided' amount from 2025 Compensation form (Field A1), minus Designated Cash-Based Parsonage Allowance (Field B2)  
OR  
Enter the Subtotal Cash Salary from the Brick River form from last year minus Designated cash-based parsonage allowance  
OR  
Enter 0 for newly appointed clergy  
Increase/decrease to salary (clergy with new appointments enter salary)  
Includes merit increase or any other cash amounts paid; use - to indicate a negative number for a decrease

\$14,100.00

COMPASS Equalization Adjustment  
Use this field to equalize the benefit between CRSP and COMPASS

Explain the increase or decrease to salary

Cash housing allowance  
For clergy WITHOUT a parsonage

\$10,200.00

Designated cash-based parsonage allowance  
For clergy WITH a parsonage

Taxable payment in lieu of health insurance

Do you receive payments from other sources such as Equitable Compensation, etc?  
Eligibility must be verified with District Superintendent

☐

Yes

No

## Cash Salary Totals ▶

### Subtotal Cash Salary

This is the amount upon which minimum salary is determined - does not include taxable payment in lieu of health insurance, cash housing allowance, nor parsonage allowance

\$60,100.00

For more information on the minimum compensation petition that was passed at annual conference, please [click here](https://mtnsky-email.brtaapp.com/files/msc135-clergy-minimum-compensation.pdf).  
(<https://mtnsky-email.brtaapp.com/files/msc135-clergy-minimum-compensation.pdf>)

Check to ensure that the number above meets the 2026 Conference Minimum Compensation: [click for list](https://mtnsky-email.brtaapp.com/files/2026-minimum-compensation-for-clergy-comp-form.pdf). (<https://mtnsky-email.brtaapp.com/files/2026-minimum-compensation-for-clergy-comp-form.pdf>)

### Total Cash Salary

Subtotal Cash Salary plus cash housing allowance, and taxable payment in lieu of health insurance

\$70,300.00

## Parsonage ▶

Is the clergyperson living in the parsonage, or other 'church-provided' housing OR do they receive a cash housing allowance?

Housing Allowance ▼

## Accountable Reimbursement Accounts ▶

Total accountable reimbursements

Includes continuing education, books, periodicals, publications, professional associations, annual conference costs, mileage/travel, other

\$2,500.00

## COMPASS Retirement Savings and CPP ▶

## COMPASS Retirement Savings and Other

In the following sections, any field with the "^" symbol is a payroll deduction

Amount used to calculate COMPASS

Total Cash Salary + Parsonage allowance

\$70,300.00

Clergy contribution % to COMPASS

Please enter 4 or above in the box below (do not use the % symbol)... all clergy will be auto-enrolled at 4% for the initial year of COMPASS, providing you with a 4% match from the church. Based on your retirement goals, you are welcome to select a percentage, of your choosing, higher than 4%.

7.00

Annual Clergy COMPASS contribution (salary reduction)^

Automatically calculated

\$4,921.00

Monthly Clergy COMPASS contribution (salary reduction)^

Automatically calculated

\$410.08

4% Annual COMPASS Church match contribution

Dollar-to-dollar match on up to 4% of 'Amount used to calculate COMPASS.'

\$2,812.00

4% Monthly COMPASS Church match contribution

Automatically calculated

\$234.33

3% total fixed annual contribution from Church to COMPASS

3% of 'Amount used to calculate COMPASS'

\$2,109.00

3% fixed monthly contribution from Church to COMPASS

Automatically calculated

\$175.75

\$150 per month, annualized, flat dollar contribution from Church to COMPASS

Automatically calculated

\$1,800.00

\$150 per month flat monthly contribution from Church to COMPASS

Automatically calculated based on % of time serving: 100% = \$150, 75% = \$112.50, 50% = \$75

\$150.00

Total annual Church contribution to COMPASS

\$6,721.00

Total annual Clergy and Church contribution to COMPASS

\$11,642.00

Comprehensive Protection Plan (CPP)

The Comprehensive Protection Plan (CPP) is not part of the clergy retirement plan. CPP provides peace of mind for clergy and financial security for their loved ones. The plan, which is self-insured and funded by plan sponsor contributions, includes death benefits, long-term disability income replacement and other survivor benefits.

Amount used to calculate CPP

Total Cash Salary + Parsonage allowance - Not to exceed two times the Denominational Average Compensation (DAC) of \$163,206

\$70,300.00

The Denominational Average Compensation (DAC) amount for 2026 is \$81,603. The amount used to calculate CPP is capped at two times DAC or \$163,206.

Estimated total annual Comprehensive Protection Plan (CPP)

3% of the 'Amount used to calculate CPP'

\$2,109.00

Combined Total COMPASS Retirement Savings and Total CPP

Both the Pastor's and Church's contributions

\$13,751.00

Net Compensation Calculator ▶

All full-time pastors MUST participate in each of the Conference-provided health, vision and dental insurance plans, unless an additional conference provision allows for a conference health insurance exemption. Contact your district superintendent for details. See the overview of the HealthFlex plans offered. (<https://www.mtnskyumc.org/files/2025+healthflex+premiums.pdf>)

I am exempt from participating in the Conference-provided insurance plans

☐

Yes

I waive health, dental and vision coverage (your church will still pay the total annual HealthFlex premium credit)

☐

No

☐

Yes

I am part of a clergy couple

☐

No

☐

Yes

Choose the health insurance plan that you selected during open enrollment

- H2000 ~ Participant - \$1,245.00

▼

Choose the dental insurance plan that you selected during open enrollment

- Dental PPO ~ Participant - \$40.00

▼

Choose the vision insurance plan that you selected during open enrollment

- Exam Core ~ Single - \$0.00



▼

**Total annual cost of all of your HealthFlex insurance plans**

**\$15,420.00**

Total annual HealthFlex premium credit for plan offered by the Conference paid to the Conference (employer cost)

\$15,900.00

Optional 'extra' HealthFlex paid by church (enter amount here)

This will reduce the clergy share of HealthFlex premiums deducted from your compensation

Clergy share of HealthFlex premiums (unless reduced by the optional 'extra' HealthFlex paid by church) ^

-\$480.00

HSA-Medical Reimbursement Account contribution chosen during open enrollment (enter amount here) ^

\$1,500.00

FSA-Flexible Spending Account contribution chosen during open enrollment (enter amount here) ^

FSAs do not roll over from year to year

Amount deposited to your corresponding HSA or HRA account if the health election cost is less than HealthFlex premium credit

\$480.00

DCA-Dependent Care Account chosen during open enrollment (enter amount here) ^

**Net income before taxes**

**Total Cash Salary - Total annual cost of all of your HealthFlex insurance plans + Optional 'extra' HealthFlex paid by church - total annual clergy COMPASS contribution - FSA - HSA - DCA**

**\$63,879.00**

Clergy Benefits Summary ►

Amount of clergy and church contributions to COMPASS

\$11,642.00

CPP Contributions paid directly to the Conference Office

\$2,109.00

HealthFlex premium credit paid to the Conference (employer cost)

\$15,900.00

Optional 'extra' HealthFlex paid by church

This will reduce the clergy share of HealthFlex premiums deducted from your compensation

0

Other Church Benefits (enter amount here)

**Total Clergy Benefits**

**\$29,651.00**

Clergy Compensation Summary ▶

Total Cash Salary

\$70,300.00

Minus Payroll Deductions - fields above with the ^ symbol, minus 'Optional extra HealthFlex paid by church' (if applicable)

\$6,421.00

**Net Compensation to Clergy**

**\$63,879.00**

Summary of Costs to Church ▶

Total Cash Salary

\$70,300.00

Reimbursable Items

\$2,500.00

Default Church COMPASS Match

Church pays 4% match regardless if the clergy chose a higher or lower percentage

\$2,812.00

Clergy Benefits Paid by Church

\$150 per month, annualized, flat dollar contribution from Church to COMPASS; 3% total fixed annual contribution

from Church to COMPASS; CPP; Total annual HealthFlex premium credit for plan offered by the Conference paid to the Conference; 'extra' HealthFlex paid by church, and any additional church benefits. (Clergy contribution to COMPASS is not included in this total.)

\$21,918.00

Total Church Budget Impact / Total Clergy Compensation

\$97,530.00

Approvals/Confirmation ▶

I (clergyperson) understand and approve that this information represents my compensation and benefits for the timeframe above.

☒

Yes

My ~~SPRC~~ Chair(s) or Single-Board SPRC Rep(s) has/have reviewed and approved this information.

☒

Yes

~~SPRC~~ Chair(s)/Rep(s) name(s)

John Spiegel

My Admin Board/Council Chair(s) has/have reviewed and approved this information.

☒

Yes

~~Admin Board~~/Council Chair(s) name(s)

Pat Moore

My Finance Chair(s) or Single-Board Finance Rep has/have reviewed and approved this information.

☒

Yes

~~Admin Finance~~ Chair(s)/Rep(s) name(s)

Jill Krug

My District Superintendent/Bishop have given their final approval (post charge/church conference)

☐

Yes

~~District Superintendent~~/Bishop name

The conference benefits manager has reviewed and approved this information.



☐

Yes

Benefits manager name

No

If you are serving more than one church, or a church and an extension ministry, or a church and you receive Equitable Compensation, after you click Save, go back into your People Portal > Compensation, and click on Edit Splits to tell us which entity is paying for each of the items above.

Save