

MSC 2025 Annual Clergy Compensation - No Parsonage Provided-Full Time

Pastor's Name: D. Seth O'Kegley Effective Date: 01/01/2025
 Church: Grace United Methodist Church City: Denver
 District: Eastern Southcentral/CO CO Front Range UT/WCO WY MT-East MT-West

This appointment is: Elder/Deacon; AM/LLP w/ith COS/MDiv LLP - COS/MDiv in process
Minimum Required Cash * **Minimum Required Cash ****

(check one)	Salary - Line A.1	Salary - Line A.1	2025 HealthFlex Premium Credit* - Line H.3.	
<input checked="" type="checkbox"/> Full Time	\$43,964.00	<input checked="" type="checkbox"/> \$39,964.00	Single	\$15,252.00
<input type="checkbox"/> 3/4 Time	\$32,973.00	\$29,973.00	Two-party	\$15,252.00
<input type="checkbox"/> 1/2 Time	\$21,982.00	\$19,982.00	Family	\$15,252.00
<input type="checkbox"/> 1/4 Time	\$10,991.00	\$9,991.00	(Full Time Only)	*Church's obligation

A. Salary	
A.1. Cash Salary Provided	\$46,000.00
A.2. Cash Housing Allowance Provided	\$22,000.00
A.3. Taxable Payment in Lieu of Health Insurance	
A.4. Total Base Cash Salary	\$68,000.00

E. Net Compensation Calculation *** (For Internal Church Use Only) ***	
E.1. Total Cash (A.4.)	\$68,000.00
E.2. UMPIP / 403(b) Salary Reduction	\$4,760.00
E.3. MRA and/or HSA-Medical Reimbursement Account DCA-Dependent Care Account	
E.4. Pastor Share of HealthFlex Premium	
E.5. Subtract E.2., E.3. and E.4. from E.1. to get net income Deductions are not subject to Charge Conference approval.	\$63,240.00

B. Housing	
Does the pastor live in a parsonage?	NO
B.2. Designated Cash Based Housing Allowance	\$22,000.00
This must be substantiated by a signed resolution.	

F. Clergy Retirement Security Program (CRSP)	
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

C. Housing Expenses Paid Directly by Church	
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

G. Comprehensive Protection Plan (CPP)	
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 2025 is \$160,006.00	

D. Accountable Reimbursement Accounts	
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

H. Clergy Benefits Calculation Summary	
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)	\$15,252.00
H.4. Optional "extra" HealthFlex paid by church	
H.5. Total (H.1. thru H.4.)	\$26,132.00

Pastor's Signature and Date _____

SPRC Chair or Treasurer Signature _____

Summary of Costs to Church:	
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.)	\$26,132.00
Total Church Budget Impact	\$97,632.00

District Superintendent (or presiding elder) Signature _____	
Summary of Clergy Compensation:	
Total Base Cash Salary (A.4.)	\$68,000.00
Less: Payroll Deductions (E.2., E.3., E.4.)	\$4,760.00
Total Net Compensation to Clergy	\$63,240.00

* 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**