

## Policy 129

### Retiree at Work Policy

Frequently, Texas Annual Conference (TAC) retired clergy continue to work in various capacities following retirement. In such cases, it is extremely important for the retiree to be aware that ***TAC clergy who are appointed post-retirement to a TAC Local Church or who are working post-retirement at a TAC Local Church under contract as an Intentional Interim Minister as designated below must limit their post-retirement work to part-time employment status.***

It is extremely important for retired clergy to be aware that *Medicare has very strict rules limiting post-retirement employment for the retiree to keep Medicare as their primary medical coverage and to receive tax-free Health Reimbursement account (HRA) funding if eligible under Group Health Benefits Policy 130.*

### Retired TAC Clergy Appointed to a TAC Local Church

A TAC clergy who meets the following conditions ***must maintain part-time employment status:***

- 1) is in ***retired status*** with Wespath (regardless of age)
- 2) ***is appointed post-retirement to a local church in the Texas Annual Conference.***

***Part-time employment status for a retired TAC clergy appointed to a TAC local church*** as designated above is defined as follows:

1. ***Working 20 or fewer hours per week*** (as indicated by a 50% or less appointment percentage on the salary sheet). Hours worked is the salient factor determining part-time employment status.
2. ***Receiving annual compensation that does not exceed 50% of the Conference Average Compensation (CAC).***
  - a. The **2019** CAC is \$86,578 – annual compensation for a retired TAC clergy appointed to a TAC local church should not exceed **\$43,289.**
  - b. The **2020** CAC is \$87,660 – annual compensation for a retired TAC clergy appointed to a TAC local church should not exceed **\$43,830.**
3. ***Retired clergy appointed to a TAC local church must verify their compensation and hours worked by annually completing a salary sheet certified by their District Office.***

***Retired clergy appointed to a TAC local church who exceed the requirements stipulated above for part-time employment would be considered active clergy under appointment, would no longer be eligible for Medicare as their primary coverage and TAC HRA funding, or for Early Retiree TAC Group Health Benefits, and the church would be drafted for church and clergy contributions for active clergy Group Health coverage as stipulated at the end of this policy.***

### Retired TAC Clergy Working as an Intentional Interim Minister at a TAC Local Church

A TAC clergy who meets the following conditions ***must maintain part-time employment status:***

- 1) is in ***retired status*** with Wespath (regardless of age)
- 2) ***is working post-retirement in a local church in the Texas Annual Conference under contract as an Intentional Interim Minister.***

**Part-time employment status for a retired TAC clergy working under contract as an Intentional Interim Minister in a TAC local church** as designated above is defined as follows due to the fact that Intentional Interim Ministers work in a short-term, temporary capacity at a local church:

1. ***Working 6 months (1,040 hours) or less on an average annual basis (50% employment).***  
For example, a retired Intentional Interim Minister might serve full-time for three months at two separate churches for a total of 6 months annually (50% employment).
2. ***Receiving annual compensation that does not exceed 50% of the Conference Average Compensation (CAC).***
  - a. The **2019** CAC is \$86,578 – annual compensation for a retired TAC clergy working as an Intentional Interim Minister at a TAC local church should not exceed **\$43,289**.
  - b. The **2020** CAC is \$87,660 – annual compensation for a retired TAC clergy working as an Intentional Interim Minister at a TAC local church should not exceed **\$43,830**.
3. Retired TAC clergy working as Intentional Interim Ministers at a TAC Local Church work ***under a contract*** which specifies hours worked and salary earned and ***do not complete salary sheets***.

The Intentional Interim Minister Program Director provides a report annually to the Center for Clergy Excellence specifying total aggregate hours worked and compensation earned for all retired Intentional Interim Ministers. Retired clergy working as Intentional Interim Ministers are considered part-time clergy under Group Health Plan rules and as such are not eligible for Group Health Benefits as active clergy under appointment to a local church.

#### **Retired TAC Clergy Appointed to a TAC Local Church or Retired TAC Clergy Working as an Intentional Interim Minister – Exceeding Part-time Employment Status**

**Retired TAC clergy appointed to a TAC local church or working at a TAC local church under contract as an Intentional Interim Minister who exceed part-time employment status in retirement would be subject to the following:**

1. ***Retiree would return to active clergy rather than retired clergy status.***
2. ***Retiree age 65+ would lose eligibility for Medicare as their primary coverage and their TAC Health Reimbursement Account (HRA) funding. The TAC GHB Plan could also be subject to fines and penalties for violations of Medicare Secondary Payer rules.***
3. ***Under 65 retirees would lose eligibility for Early Retiree TAC Group Health Benefits.***
4. ***The church where the clergy is working would be drafted for church and clergy contributions for active clergy Group Health coverage.***

#### **Retired TAC Clergy Working but Not Appointed to a TAC Local Church or Not Under Contract as an Intentional Interim Minister**

**Please note that the above requirements regarding part-time employment for retired clergy do not apply if the clergy is not under appointment to a TAC local church in retirement or not under contract at a TAC local church as an Intentional Interim Minister. There is no limit to compensation or hours worked for TAC retired clergy working in a TAC local church who are not appointed by the Bishop to that church or not under contract as an Intentional Interim Minister.**

In the event there is a contradiction between the GHB Policy and the Plan Document, the GHB Policy shall prevail.