

**Texas Annual Conference of The United Methodist Church
Center for Clergy Excellence
Group Health Benefits**

Policy 105

Clergy – Student/Pastor
Personal Requirement

The GHB office is to draft the salary paying unit on the 1st of the month for Clergy under appointment. The rate will be the current year personal contribution percentage as identified in the rate schedule based on the clergy's Total Compensation Package (TCP) that consists of the following:

- Base Compensation
- Housing Related Allowance and Utilities
- Accountable Reimbursements
- Cash Allowance

The housing component added to Clergy Compensation for GHB purposes will be calculated in one of two ways:

- If a parsonage is provided, using the General Board of Pensions and Health Benefits formula, 25 % of the Plan Compensation (TCS) will determine the value of the parsonage.
- If no parsonage is provided, the actual amount of the housing allowance paid to the Clergy in lieu of the parsonage will be the housing value.

Clergy who do not file an "Enrollment Form" within the first 31 days of a new appointment will default to enrollment in the Standard – PPO Plan (Lowest deductible PPO plan).

If no salary is negotiated, he/she will be responsible for a percentage contribution based on no less than the minimum salary as set by the Texas Annual Conference (Equitable Compensation).

FOR STUDENT PASTORS, SCHEDULED HOURS OF ACADEMIC CLASSES COUNT TOWARD THE THIRTY (30) HOURS REQUIREMENT, STUDENTS ON FURLOUGH FOR ACADEMIC STUDIES WHO DO NOT SATISFY THE 30 HOURS REQUIREMENT DO NOT ACCRUE ARREARAGE.

- *In the event there is a contradiction between the GHB policy and the plan document, the Plan Document shall prevail.*
- *The above policy is to comply with the overall GHB Committee decisions and is periodically reviewed by the committee.*