

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

Policy 111

Church – Percentage

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.

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

CHURCH EMPLOYING RETIREES (OVER THE AGE OF 65 AND OLDER) FULL TIME WILL BE DRAFTED \$21,000.

This refers to members of the Texas Annual Conference, as well as members from another conference, appointed to serve a church in this conference.

If a clergy loses his/hers coverage due to an arrearage the church is still responsible for the church's contribution based on the clergy's 75% or 100% appointment.

- *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.*