

**Texas Annual Conference of The United Methodist Church
Center for Connectional Resources
Group Health Benefits**

Policy 101

Active Clergy – Church (Salary-Paying Unit) Group Health Benefits (GHB) Contribution

The TAC Benefits Office drafts the appropriate TAC salary-paying unit (TAC local church, TAC District Office or TAC Fiscal Office) on the first of the month (or the first business day following) for an eligible enrolled active clergy's monthly church (or other salary-paying unit) Group Health Benefits (GHB) contribution amount.

The salary-paying unit GHB contribution amount will be the applicable rate specified on the current year's GHB Rate Schedule calculated as a percentage of the clergy's Total Health Benefits Compensation, which is comprised of the following:

- Cash Salary (including Cash Allowances and other cash amounts paid TO the pastor. Does not include Utilities and other Housing Related Allowances or Housing Allowance in lieu of Parsonage.)
- Utilities and other Housing Related Allowances
- Parsonage Value or Housing Allowance in lieu of Parsonage

Note: Effective 1/1/2023, Accountable Reimbursements are no longer included as a component of clergy's Total Health Benefits Compensation.

The housing component of a clergy's Total Health Benefits Compensation will be designated as follows:

- Parsonage Value – Based on Wespath's formula, if a parsonage is provided, 25% of the clergy's Cash Salary plus Utilities and other Housing Related Allowances (Total Cash) will be calculated as the value of the parsonage for Group Health and Pension Benefits contribution purposes.
- Housing Allowance in lieu of Parsonage – If no parsonage is provided, the actual cash amount of the housing allowance paid to the clergy in lieu of a parsonage will be used.

Since the TAC has a self-funded GHB Plan, the appropriate TAC salary-paying unit (TAC local church, TAC District Office or TAC Fiscal Office) is responsible for the salary-paying unit GHB contribution for an eligible clergy not enrolled in the TAC GHB plan, and the TAC Benefits Office will draft the salary-paying unit for its GHB contribution amount only.