

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

Policy 102

Active Clergy – Group Health Benefits (GHB) Personal Contributions

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 personal Group Health Benefits (GHB) contribution amount and for any optional Dental and/or Vision Plan coverage. Since the TAC Group Health Benefits Plan is a self-funded plan, participation by eligible clergy in either the Standard PPO Medical Plan or the High Deductible PPO Medical Plan is a requirement of the covenant relationship clergy have with the TAC. Dependent coverage and dental and/or vision coverage are optional.

Eligibility includes:

1. You must be clergy – ordained, provisional, or a licensed local pastor.
(Certified lay ministers and lay supply pastors are not eligible for benefits even if appointed full-time).
2. You must be appointed to:
 - a. a TAC local church or
 - b. an eligible Extension Ministry as specified below:
 - i. Clergy where the TAC Fiscal Office is the salary-paying unit, such as District Superintendents, Center Directors, and Associate Directors.
 - ii. Clergy appointed to a TAC Wesley Foundation.

An Extension Minister who does not fall into one of the categories designated above is not eligible to participate in TAC Group Health Benefits.

3. You must receive compensation from working as a clergy at least thirty (30) hours per week designated by a 75% or 100% appointment on your Clergy Compensation:
 - a. 75% appointment – on average working between 30 and 35 hours/week
 - b. 100% appointment – on average working 40 or more hours/week

Clergy appointed 50%, 25%, or 12.5% are not eligible for TAC Group Health Benefits.

For student local pastors, scheduled hours of academic classes plus hours worked at the local church count toward the thirty (30) hours requirement.

Active Clergy – Personal GHB Medical Plan Contribution

A clergy's personal GHB contribution amount will be the applicable rate for the clergy's Standard PPO or High Deductible PPO Medical Plan enrollment 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.

Active Clergy – Humana Dental PPO and/or Vision Plan Premiums

If the clergy enrolls in optional Humana Dental PPO and/or Vision coverage, the clergy is responsible for payment of the full cost of the Humana Dental PPO and/or Vision Plan monthly premium(s) as specified on the current year's GHB rate schedule.

Note: if a clergy enrolls in the optional dental or vision plan, the clergy cannot terminate such plan until the annual open enrollment period. You can terminate dependent coverage at any time of the year. Please reach out to the Benefits Office for more information.

Revised 1/1/2024