

How to complete the clergy compensation form 2025

Clergy Compensation Form (due 10 days prior to the Charge Conference):

- The Clergy Compensation Form is available in the People Portal for the pastor(s). After Aug. 20, there will be a video on how to complete the Clergy Compensation Form.
- If you are appointed to a **multiple point charge** you will submit only one compensation form through your People Portal for your primary church. You will then calculate the breakdown for each church by clicking on the "Manage Splits" at the top of the form.
- Important information for your reference:
 - [2026 Health Insurance Premiums Tables](#), you can visit the [Health & Pension Page](#) for more information.
 - If you are part of a clergy couple, you will see this question right under BENEFITS. If you are, and you click "Yes", and you are not the spouse who will be carrying the policy, please select "4a. Clergy Couple Plan-\$0.00" for Health Plan Type, and the last options as well for Dental and Vision. (the \$0.00 plans). *Only the clergy member who will carry the policy needs to select the actual plans on the compensation form.*
- **COMPASS** is the new retirement plan for those clergy serving 50%. 75% and 100% appointments.
 - For those clergy on Compass, you will need to select a PERCENTAGE of your salary, we will no longer use flat dollar amounts for the clergy portion of Compass (previously UMPIP). Up to 4% will be matched dollar-for-dollar.
 - Pastors appointed Full-time, $\frac{3}{4}$ time, and $\frac{1}{2}$ time receive the church's contribution of \$150 + 3% plus the match (up to 4%) toward their Compass. Certain clergy categories also qualify for the death and disability benefit through CPP (Comprehensive Protection Plan). See the eligibility list below. All these plans are calculated on what is called "Plan Compensation".
 - **CPP = 3.0% of plan compensation (same as 2025)**
 - **Plan compensation is calculated as follows:**

- With housing allowance: Cash salary + housing allowance + the amount the church/charge pays toward the personal portion of the pastor's health insurance premium = Plan Compensation
 - With parsonage: Cash salary + the amount the church/charge pays toward the personal portion of the pastor's
- **UMPIP** is a retirement plan for clergy who are in ¼ time or 25% appointments if the church has decided to adopt the plan.
 - These personal contributions that pastors make to UMPIP are paid through a payroll deduction at the local church level and the bill comes directly to the local church from Wespath. If you are making a change to your personal contributions to pensions through UMPIP, please submit a new 2026 UMPIP Contributions Agreement form to the Conference Benefits Officer. Here is the link to obtain the form [Personal Investment Plans Page](#).
- The amount on line 1 of your Compensation Form must be equal to or greater than the MINIMUM SALARY amount listed below. These amounts were approved at the 2025 Annual Conference. Churches are encouraged to pay above the minimum. The 2026 recommended **Minimum Compensation amounts are:**
 - Elders \$46,669
 - Licensed Local Pastors \$42,868
- Currently eligible for CPP:

Serving 100%: Elders, Provisional Elders, Deacons and Provisional Deacons in a local church appointment, Licensed local pastors, full members of other UM conferences, full members of other denominations.

Serving 75%: Elders, Provisional Elders, Deacons and Provisional Deacons in a local church appointment, full members of other UM conferences, full members of other denominations.

50% and 25% appointments and DS Supply are not eligible.