

This form is a tool to help Global Methodist Churches.

Pastor Name	Status ☐ Elder ☐ Deacon ☐ Supply ☐ Lay ☐ Senior ☐ Other	Full or Part-Time ☐ Full-Time ☐ ¾-Time ☐ ½-Time ☐ ¼-Time
Church/Parish	Effective Date	

SECTION I: INCOME

Note: Designated Housing Exclusion does not affect church financially but can reduce pastor's taxable income. The amount is determined by the pastor but must be approved by the church leadership.

	2027
A. Base Salary	_____
B. Other (e.g. social security allowance or health ins. allowance) +	_____
Describe:	
C. Total Compensation (Add lines A and B) =	=====
D. Designated Housing Exclusion	_____

SECTION II: HOUSING

Note: Cash Housing Allowance amount is set by the church as additional and can be paid out with the regular paycheck or in a separate check.

A. Is a Parsonage provided? (yes or no)	_____
	2027
B. Cash Housing Allowance (when no parsonage is provided)	_____

SECTION III: LOCAL PARISH EXPENSES

Note: Costs for pension and health depend on the pastor's eligibility and elections. See appendix for more info.

	2027
A. Retirement (Church's Share; See calculation in appendix)	_____
B. Health Insurance (Church's Share; See amounts in appendix) +	_____
C. Long-Term Disability (Not including supplemental amounts) +	_____
D. Life & Accident Insurance (Not including optional amounts)	_____
E. Accountable Reimbursement Plan +	_____
F. Other Expenses Paid by Parish +	_____
Describe:	
G. Total Expenses Paid by Parish (Add Lines I:C + II:B + III:A – F) =	=====

Breakdown of how Parish Expenses are shared among Churches				
Percent:	%	%	%	%
Church Name:				
Share of Cost:	\$	\$	\$	\$

SECTION IV: SALARY WITHHOLDINGS (Optional)

Note: The amounts can be found in the Employer Access Program (<https://eap.guidestone.org/>).

Pastor's Contribution to Health Insurance

2027

- A. Pastor's Share (Before Tax; See appendix for more info)
- B. Health Savings Account (Before Tax; Employee share only)
- B1. HSA Employer Share (Not withheld or taxed but needed for W-2)
- C. Health Care Flexible Spending (Before Tax)
- D. Dependent Care Flexible Spending (Before Tax)
- E. Dental Coverage (Before Tax)
- F. Vision Coverage (Before Tax)
- G. Optional or Supplemental Coverages (After Tax)

Pastor's Contribution to Retirement – See appendix for calculation

- H. Employee Tax Sheltered (Before Tax)
- I. Employee ROTH (After Tax)

APPENDIX

Note: The best place to go for the most current info is to contact benefits@globalmethodist.org or visit <https://www.guidestone.org/updates/global-methodist-church>

Health Insurance	Retirement	Other Insurance
The church is responsible to cover the pastor (and family) as needed. Current rates can be found at: https://www.guidestone.org/updates/global-methodist-church You can also contact GuideStone by phone or email for clarification. Phone: 1-888-98-GUIDE Email: GMChurch@GuideStone.org	Church automatically contributes 5% of pastor's compensation and then matches pastor's contribution up to another 5%. For retirement purposes, compensation is: - Parsonage: Total Compensation x 125% - No Parsonage: Total Compensation + Cash Housing Allowance	The church pays for 100% of: - Premier Long-Term Disability - Accidental Death & Dismem. - Employee, Spouse, Child Term Life The pastor pays for 100% of: - Dental - Vision - Employee Optional Term Life - Supplemental Accident & Dis.