Incremental Time for 2020 Part Time Positions for Purpose of Pension Plan (CRSP)

Incremental Time for 2020 is based on Base Compensation, Parsonage Allowances, and Housing Allowance or Parsonage Computation

All CRSP Pension & CPP Payments are the responsibility of the employer (church)

Clergy Retirement Security Program (CRSP)

**Defined Benefit (DB)** – is a set amount each year, for 2020 – full time = $5,723. Less than full time is in corresponding increments, i.e. ½ time = $2,861.50; ¾ time = $4,292.25

**Defined Contribution (DC)** – 3% of Plan Compensation (Base Salary + Utility/Parsonage Allowances paid to/for pastor + Housing Allowance; or Total Base + Utility + 25% of that total for value of a parsonage.)

**Comprehensive Protection Plan (CPP):**
All Deacons & Elders appointed at 3/4 time are enrolled in CPP at 3% of Plan Compensation

Clergy appointed as less than ½ time are not eligible to be enrolled in CRSP; however, these clergy may make personal contributions to their UMPIP account

Clergy in CRSP will automatically be credited with 2% of CRSP DC employer payment

Clergy **must contribute at least 1% of Plan Compensation to UMPIP** to receive credit for final 1% of employer CRSP DC payment

**With no parsonage provided**
(add Base Comp + Utilities + Housing Allowance)

< ¼ time= $12,750 - $13,103; ¼ time= $13,104-$26,207; ½ time=$26,208- $39,310; ¾ time begins at $39,311

FT is according to Minimum Compensation/Benefits Requirements and Cabinet appointment (Note- for 2020-FTLP Base Compensation is $34,815; Housing is $17,600; Total is $52,415 plan compensation for CRSP & CPP calculations)

**With parsonage provided**
(add Base Comp + Utilities)

< ¼ time= $12,750; ¼ time= $12,751-$21,759; ½ time=$21,760 - $32,638; ¾ time begins at $32,639

FT is according to Minimum Compensation/Benefits Requirements and Cabinet appointment (Note- for 2020-FTLP Base Compensation is $34,815; 25% for value of parsonage = $8,704; Total is $43,519 plan compensation for CRSP & CPP calculations)

**Full Time** = mandated health insurance, full CRSP, and CPP

**Part Time** = never includes insurance, may waive CRSP, includes CPP at ¾ for Provisional or Full member