

North Georgia Conference Pension and Health Benefits New and Moving Pastors

Part 1 – Compensation & Pension



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Compensation

<https://data.ngumc.org/forms/login.aspx>



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Compensation

- Clergy compensation is made up of base compensation and housing. This information must be reported to the Conference Benefits Office through the Clergy Financial Support Worksheet in Data Services in order to correctly calculate your pension benefits.
- The Benefits Office also uses compensation to determine eligibility for benefits for part time local pastors.



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Clergy Financial Support Worksheets

- [Clergy Financial Support Worksheet](#) - (Data Services, login required) - District Approval due **July 1/January 1**
 - [Clergy Instructions](#)
 - [Lay Approval Instructions](#)



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Housing

- Per the current tax code, which is always subject to change, compensation (cash or in-kind) paid to clergy in the form of “housing” is exempt from INCOME TAX.
- This compensation **MUST** be reported and **IS** subject to self-employment tax.



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Housing Exclusion Limitations

- Per the current tax code, the housing exclusion is limited to the lesser of:
 - The amount set by the congregation in a charge conference
 - The fair rental value of the pastor's home fully furnished with utilities paid
 - The amount the pastor can actually substantiate with receipts.



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Moving Expense

- Changes to the tax code in 2018 made the reimbursement of moving expenses taxable.
- Since this reimbursement is considered income, Wespeth adds it to your compensation in the month of payment to increase the CRSPDC amount contributed to your account (for that month only).
- You do not have to add this to your CFSW prior to it being approved. You can now add it to your CFSW when you receive the reimbursement.



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Data Services | Index | Edit | Save | Print

Financial Support List | Apportionments | CRSP Calculator | Earnings Calc (W-2)

Fund Numbers | Appointment Lists

Administer Users | Benefits | Charge Conference | Charge Conf Archive

Church Information Report | Tables (End of Year) | Remittance Payments | Persons in Poverty

Activity: Logins | Activity: Reports | Clergy History

Clergy Financial Support Worksheet Directions

Moving clergy may enter reports up to 60 days before the new appointment begins.

• Watch the new tutorial video on Vimeo. • Directions for Clergy. • Directions for Laity. • Important UMPIP Updates.

* Status: Indicates the highest level of approval (i.e. Church, District, or Conference). If the Status is 'Needs Initial Approval' it indicates that the submitting clergy person has not yet approved the report.

** UMPIP: Clergy only have to fill out a new UMPIP form if they want to change their contribution or if they change churches.

*** Moving Expenses: 2018 tax reform redefined moving expense paid to or for clergy as **taxable** compensation. This should be submitted in the month it is reimbursed. If moving expenses have not been previously reported they can be added to an appropriate CFSW.

New Financial Support Worksheet									
View	Edit	Delete	Move**	UMPIP**	Approval	Church	Effective	End	Total
View			MoveExp	UMPIP			1/1/2021		
View							1/1/2020	12/31/2020	
View							1/1/2019	12/31/2019	

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Moving Expense



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Moving Expense

Data Services
The North Georgia Conference

Main Edit Save Print

CLERGY FINANCIAL SUPPORT WORKSHEET
Church:

Effective Date: 1/1/2021
Pastor:

V. MOVING EXPENSE ***

9. Moving expense reimbursements paid to or on behalf of Pastor.

*** Taxable: 2018 tax reform redefined moving expense paid to or for clergy as **taxable** compensation. This should be submitted in the month it is reimbursed.

Save to existing CFSW

The North Georgia Conference
of The United Methodist Church

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Form I-9

- Form I-9 is used for verifying the identity and employment authorization of individuals hired for employment in the United States. All U.S. employers must ensure proper completion of Form I-9 for everyone they hire for employment in the United States- including citizens and noncitizens.
- Form I-9 must be retained and stored by the employer either for three years after the date of hire or for one year after employment is terminated, whichever is later.
- Provide this form to your church, NOT the Conference.



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Pension and Retirement

www.ngumc.org/pension



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Clergy Retirement Security Program (CRSP)

- A retirement program for all clergy $\frac{1}{2}$ time or greater that offers:
 - Security through a defined benefit (DB) that gives you lifetime retirement income
 - Set amount as determined by Wespath billed to the church at which you are appointed
 - Flexibility through a defined contribution (DC) component that provides you with an account balance you can access as your retirement needs required.
 - Based on 3% of your compensation (base plus housing) and billed to the church at which you are appointed.
- When first appointed, you must provide the [First Time Pension Enrollment Form](#) to the Benefits Office **June 3** for July appointments/**December 3** for January appointments.



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Half and $\frac{3}{4}$ Time CRSP

- [Pension Waiver](#)- for those choosing to waive CRSP- the original notarized waiver must be received by the Benefits Office within 60 days of the beginning of the appointment in order to waive the pension expense.
- Per the Annual Conference, clergy who are appointed 1/2 time or greater are eligible to receive benefits under CRSP. The 1/2 time or greater is determined by the salary paid to the clergy person (as per Wespah rules) in relation to the full-time compensation as approved by the Annual Conference. Please refer to [Compensation Levels for Determining CRSP Eligibility for Part-time Clergy](#).



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Comprehensive Protection Plan (CPP)

- CPP is not life insurance, but instead is a death and disability benefit offered by the Conference.
- Clergy who are $\frac{3}{4}$ time or greater are eligible for CPP. Part-time local pastors are not eligible.
- Billed to the church at a rate of 3% of your compensation (base plus housing)



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UMPIP

- The United Methodist Personal Investment Plan (UMPIP) is a 403(b)-retirement savings plan offered by your employer and administered by Wespath to help you save money for retirement.
- UMPIP is an individual account plan. This means you can make contributions through payroll deductions as a percentage of your compensation or in flat-dollar amounts up to Internal Revenue Code limits
- UMPIP is billed to your church from Wespath directly and is not included on the Conference Benefits invoice.



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United Methodist Personal Investment Plan (UMPIP)

- [UMPIP Contribution Election Form](#)- participation is optional; however, to make an election this form must be provided to the Benefits Office by **July 1**. If you have already made an election at your current appointment and do not want to change that election, you do not have to provide a new form.
- If you do not send in this form with your first appointment, you will be auto-enrolled at 1% of your compensation (base plus housing) with the auto-escalation feature set at the default of increasing by 1 percentage point each year.
- [Auto-enrollment and auto-escalation features explained.](#)



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Beneficiary Designation

- Beneficiary designations are required for retirement and welfare plans and supersede Will provisions.
- Can make separate designations for CRSP DC, UMPIP, and CPP
- Update at times of change
 - Birth or adoption of a child, marriage, divorce or death
- [Beneficiary FAQs](#)



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Pension Resources

- For plan and investment fund info: wespath.org
- Online account management and retirement planning tools: benefitsaccess.org



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EY Financial Planning Services

- [Unlimited financial planning assistance](https://www.ey.com/en-us/financial-planning) at 1-800-360-2539, Monday – Friday from 9am-8pm
- Visit EY Navigate to access calculators, webinars, educational content and more: <https://wspath.eynavigate.com/>



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Resources

- For all forms discussed please visit the New and Moving Pastor page: www.ngumc.org/moving
- Email the Conference Benefits Staff
 - Amy King – aking@ngumc.org
 - Judy Woodall – jwoodall@ngumc.org



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