



# Group Health Benefits

Texas Annual Conference of the United Methodist Church

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## POLICY #111 CHURCH - PERCENTAGE

It is the policy of the Group Health Benefits Office to bill the Church 4.8 percent of the Total Compensation Package for all appointments.

**Churches employing retirees (over the age of 65 and +) full time will also be billed \$21,000.**

This refers to members of the Texas Annual Conference, as well as members from another conference, appointed to serve a church in this Conference.

Total Compensation Package is comprised of the following:

**Base Compensation**  
**Housing Related Allowances and Utilities**  
**Accountable Reimbursements**  
**Cash Allowances**

The **housing** component added to Clergy Compensation for Group Health billing purposes will be calculated in one of 2 ways:

- 1.) If a parsonage is provided, using the General Board of Pensions and Health Benefits formula, 25% of the Plan Compensation (Total Cash Salary) will determine the value of the parsonage, or
- 2.) If no parsonage is provided, the actual amount of the *housing* allowance paid to the Clergy in lieu of the parsonage will be the *housing* value.

If no salary is negotiated, he/she will be responsible for a percentage contribution based on no less than the minimum salary as set by the Texas Annual Conference.

This information is obtained from the District Superintendents.

- ***In the event there is a contradiction between the Group Health Benefits policy and the plan document, the plan document shall prevail.***
- ***The above is to comply with the overall policies of the Group Health Benefits Committee decisions.***
- ***Policies are periodically reviewed and designated by the Group Health Benefits Committee.***
- \* ***The Group Health Benefits Committee, with the approval of the Annual Conference, reserves the right to amend or possibly eliminate both the active and retiree plan benefits.***