

Pacific Northwest Conference Pastoral Support Worksheet Definitions – 2026

Accountable Reimbursement Plan

Because pastors are employees for federal income taxes a formal plan must be adopted whereby the local church reimburses pastor for professional expenses incurred in performing their ministry, including travel, professional and continuing education, as they are requested and accounted for by the pastor to the local church. In a resolution each year the local church sets forth the mileage rate the pastor will be reimbursement. For 2025 the IRS raised the maximum allowable IRS mileage rate to 70¢. The IRS sets the rate annually in December of each year so check back later for the 2026 rate.

Before Tax Deferrals

To save for retirement years on a before-tax basis, the pastor and church (salary-paying unit) may enter into a salary-reduction agreement. In the agreement, pastor will state the amount of salary they are willing to forgo as current compensation. Church will agree to make before-tax contributions to UMPIP (United Methodist Personal Investment Plan) equal to the amount specified in the salary-reduction agreement. Pastor does not pay federal income taxes on this deferral until withdrawal.

The pastor can also have a salary-reduction as an After-Tax Deferral where an after-tax contribution is made to UMPIP. The pastor would pay federal income taxes on this deferral. There is a better option for after-tax contributions if have not maxed out the before-tax contribution option; a Roth where earnings grow tax free and no tax when withdrawn. Get the UMPIP form from Bruce Galvin (bruce.galvin@pnwumc.org). The maximum allowed to contribute to UMPIP has not been determined for 2026. In 2025 the limit is \$23,500 if under 50 and \$31,000 if 50 to 59. There is additional catchup amount for those over 59. After-tax, the limits are higher.

Note that a Before Tax UMPIP contribution also reduces the pastor's self-employment taxes where neither after-tax or Roth do.

\$1,000 towards the cost with the net to church of \$4,300 annually or a reduction of \$700 over the 2024 cost.

Code Section 107 Housing Exclusion and Housing Allowance

IRS code provides pastors with an exclusion from gross income for the rental value of a home furnished as a part of compensation (parsonage) or the rental allowance paid as the extent used to rent or provide a home. A cleric who is provided a home may also receive a cash allowance to cover additional qualifying expenses (utilities/furnishings).

Code Section 125 “Cafeteria Plan”; medical reimbursement/dependent care accounts

Employer (Wespath) has agreed to provide benefits according to section 125 of the Internal Revenue Code. A Section 125 plan is a written group insurance plan which allows pastors a

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Code Section 403(b) Plans

The pension plans administered by the Wespath are governed by the provisions of Code section 403(b) of the Internal Revenue Code. Code section 403(b) plans are available only to employees of certain non-profit organizations and public schools.

Compass Retirement Plan

In May 2024, General Conference voted to create a new mandatory account-based retirement plan for U.S. clergy called **Compass**, which begins January 1, 2026. Accordingly, effective December 31, 2025, the Clergy Retirement Security Program (CRSP) will become the predecessor plan. All benefits earned under CRSP are preserved, meaning clergy retain all their earned benefits. With an account-based, defined contribution (DC) retirement plan, each clergy has their own account—the money in that account belongs to that individual, to keep for the rest of their lives—and any remaining balance can be left to family members, or to a church, charity or other beneficiaries after the clergy dies. A DC account grows over time by investing in the financial markets.

Compass will not change the benefits being received through legacy retirement plan, Pre-82 and Ministerial Pension Plan. Clergy who earned pensions through Pre-82 or MPP will retain these benefits. The move to Compass does not impact any benefits that have already been earned.

The UMC will make three types of contributions to each eligible clergyperson's Compass account:

\$150 per month **flat-dollar contribution** (increasing 2% per year rounded down to the nearest \$5 increment). If ½ appointment the flat-dollar contribution is \$75 per month and ¾ time \$112.50 per month. The conference board of pensions through their budget will pay 75% of this cost.

3% of clergy's compensation

\$1 for \$1 match on up to 4% of the clergy's compensation, based on how much the clergy contributes to Compass. The salary paying unit will be charged the full 4%.

Compass eligibility is for clergy appointed half-time (50%) and above. Compass does not have option for ¼ time appointed clergy. They will remain covered under the current UMPIP plan.

Comprehensive Protection Plan (CPP)

Denominational welfare plan for appointed pastors that provides disability and death benefits. This benefit is only available to full-time appointed pastors beginning in 2017. For part-time ordained, provisional, associates, deacons and full-time lay/w benefits are covered through UMLife Options. Please see this section for the details.

Denominational Average Compensation (DAC)

Beginning in 2026 the previous year's denominational average compensation will increase

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by 2%. The DAC in 2026 is \$81,603. The DAC is the average compensation of full-time U.S. clergy participating in the Clergy Retirement Security Program (CRSP) and/or the Comprehensive Protection Plan (CPP)

Equitable Compensation

Funding provided by conference to a few local churches for salary support of appointed pastor.

HealthFlex

It is a managed care health product administered through the Wespath which offers several benefit choices to meet personal needs.

Health Insurance Direct Bill

The annual mandatory funding of health insurance direct billed to local churches (salary-paying unit) for each appointed full-time pastor. It is the actual cost for providing health coverage for the pastor (not spouse or dependent children, if applicable) with the balance coming from the conference board of pension's budget.

In 2016 a new health plan for non-Medicare participants called HealthFlex Exchange began. Participants are given choice between six medical/pharmacy, three dental and three vision plans. The pastors will be given a premium credit to be used to assist with payment of the health benefits selected. If the premium credit amount is lower than the cost of plans selected, the salary paying unit will be charged the difference to be paid through salary reduction from pastor. If the premium credit exceeds the cost of plans selected the balance will be added to their health reimbursement account or health savings account.

The conference board of pensions is increasing the health budget to assist salary paying units to pay the cost in 2026. The annual cost to salary paying unit will increase to \$8,100 but is below the overall increase to the conference. The board of pensions is covering about 25% of the overall health costs of the conference eligible clergy.

Health Insurance Paid by Pastor

A Section 125 "Cafeteria Plan", see above, also allows a pastor to pay their and spouse/children health care coverage premiums on a pre-tax basis, thus lowering their taxable income and, consequently, their tax liability. A pastor's election to pay for benefits on a pre-tax basis is made by entering into a salary reduction agreement with the employer. Under a salary reduction agreement, a pastor elects to reduce his/her compensation by a stated amount on a pre-tax basis and those amounts are considered by the IRS to be employer contributions. In effect, it is as if the pastor has given up the right to receive that

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part of his/her salary before becoming entitled to it. Therefore, the pastor's salary reduction contributions are not actually received by the pastor, and thus, are neither considered wages for state, federal income and employment (social security and Medicare) taxes.

Health Savings Account

An HSA is a tax-advantaged account where money can be set aside to pay for future medical expenses. The HSA is offered as an employment benefit (money is contributed by the plan and additional amount can be added by the pastor up to IRS limits).

In order to contribute to an HSA, the pastor has to have an HSA-qualified high-deductible health plan in place (there are three). The IRS sets limits on the minimum and maximum out-of-pocket levels for the HDHP and has contribution limits for HSAs. There is no "use-it-or-lose" requirement with HSAs – money that is not used for health expenses rolls over from one year to the next, and the account belongs to the employee, even if it's funded by the plan.

Withdrawals for purposes other than qualified health expenses are subject to income taxes and a penalty. However, once one turns 65, one can use the money in their HSA for any purpose they like, without a penalty. One will still pay income taxes on it if it's used for non-medical expenses. It is a good way to build a fund for health costs for when one retires.

Plan Compensation

It is determined by adding the total cash salary to either a housing allowance or 35% of total cash salary if live in church parsonage (this is a change with the Compass retirement plan). There is a minimum parsonage value of \$10,000 and maximum of \$65,215. The plan compensation is used to determine these benefit costs: flat dollar/matching of the Compass plan, comprehensive protection plan, UMLife Options plan and those clergy covered by UMPIP.

Salary-Reduction Agreement

The agreement one makes with church/salary-paying unit that authorizes them to make contributions from one's salary to a plan qualified under section 125 of the Code or to a tax-sheltered annuity described in section 403(b) of the Code.

UMLife Options

In 2017 CPP was no longer available to ½ & ¾ time appointed ordained, provisional, associates or deacons. In its place UMLife Options is provided. It is a program through Wespath and is fully insured through UNUM. Disability and death benefit coverage is provided to the pastor and death benefit coverage provided to their spouse and eligible children. The cost is charged to the local church (salary paying unit) as a percentage of plan compensation even though the cost is age based. The plan compensation percentage

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is the same for each eligible part-time appointment. The cost is 2% of plan compensation in 2026.

United Methodist Personal Investment Plan (UMPIP)

UMPIP is an Internal Revenue Code section 403(b) voluntary retirement savings plan designed to supplement one's employer-sponsored pension plan. UMPIP is administered by Wespeth. Any before-tax contribution to UMPIP by pastor is reduced from the income used to determine their self-employment tax.

It will be important that all pastors contribute to UMPIP to receive the match unless a part-time local pastor has waived the benefit.

For ¼ time appointments salary paying unit will be required to pay 6% unless part-time local pastor has waived benefit. There is also up to a 2% match by the salary paying unit if the pastor contributes up to 2% of plan compensation. Eligible lay pastor receives 8% of plan compensation and 2% match.

There are no benefits for pastors appointed less than ¼ time.

To help pastors increase their UMPIP contributions to be better prepared financially for retirement Compass automatic features apply. Beginning in 2026 the minimum UMPIP contribution is 4% of plan compensation unless pastor opts out.

Compass's automatic contribution escalation is increased by 1% of plan compensation per year at the beginning of each subsequent year up to a maximum of 10% of plan compensation.

The automatic features will strategically combat inertia and procrastination by getting pastors enrolled, contribution increases each year as compensation increases and jump-start their retirement savings program. It has been very effective. In PNW the automatic features began in 2014. In 2018 the average contribution as a percentage of plan compensation was 6.5% in July of 2025 the contribution rate is 9.8%!

bg 8/6/2025