Health & Pension Benefits Worksheet Tool

The **Benefits Cost Workbook** is a handy tool that does several things.

1. It will help you understand and confirm your monthly health & benefits invoice amount.
2. It will identify what portion you should collect from your pastor.
3. It will identify what portion reduces taxable income or do not reduce taxable income when processing payroll. Here's how to use the tool……

After downloading the workbook from the Conference website (Benefits Office Downloads under Digital Downloads), select the worksheet that applies to your pastor. It will be **Pastor Only (P), Pastor Plus One (P+1), or Pastor Plus Family (P+F)**. Then using an invoice from the Conference, fill in the invoice costs by matching the invoice billing codes that relate to your pastor. Here's how it works……..

HealthFlex Medical, Dental, Vision, and Other Health Costs

Medical: Look for the coverage plan your pastor selected by invoice code (ex. B1000 P) and enter that monthly cost on the line under the Pastor Cost column.

Dental & Vision: Just like the medical monthly cost, do the same for dental and vision. If your pastor elected the base vision coverage, there is no cost for the pastor or the church.

Mandatory and Premium Credit: These costs are fixed by the conference board of pensions and already inserted under the correct column of who is responsible. If the combined cost of medical, dental and vision is less than the premium credit, there is a pastor charge for PC EXCESS. You won't see this charge on statement. It nets out the overall excess so there is no health charge to pastor. The excess either goes into pastor's HRA or HSA account. The reason the cost to church is lower than the premium credit to pastor is because the board of pensions is assisting local churches cover the actual cost. The budget is $725,000 in 2027.

Other Health: Just like the medical monthly cost, look to see if your pastor is voluntarily electing to withhold money for these types of payroll deductions. Enter the amount on the line under the pastor column. All these items reduce taxable income.

Church Pension/Welfare Costs: Just like you did for the medical monthly cost, find the amount billed with the invoice and enter that cost on the related line under the Church Cost column. In 2027 we are in the second year of the Compass retirement benefit plan. It applies to 1/2 and above appointments. There are three charges for Compass; pay dependent (3% of plan compensation), flat dollar (board of pensions covering 75% of cost) and matching (4% of plan compensation). The cost for the comprehensive protection plan which provide disability/death benefit coverage is 3% of plan compensation.

Pastor Pension Election: If your pastor elects to voluntarily contribute to one of the three COMPASS retirement contribution options, enter that amount on the line that matches the invoice billing code under the Pastor Cost column.

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If you use the tool as an excel worksheet, the tool will automatically calculate the costs and the total should match the conference billing. Further, the worksheet will tell you how much to collect from the pastor through payroll salary deduction and if those deductions should reduce taxable income or not.