

2019 Eligibility Rules Governing Health Stipend and Pension Plan

These provisions are for clergy who are members of the Florida Annual Conference and meet the criteria for receiving these benefits. Only ordained ministers, deacons or Board approved local pastors are eligible for the existing benefit plans. Retired clergy or lay supply pastors are not eligible for the pension or health stipend.

1. Eligibility for Health Stipend 2019

- a. A clergyperson must be at full time appointment status and making at least the minimum salary published in the Conference Journal. Eligibility for health insurance stipend purposes is based on cash salary only. Housing allowance and parsonage is not factored in for eligibility for health insurance stipend.
- b. Deacons meeting the minimum salary rule are eligible for the health stipend as well.
- c. Clergypersons may participate in the church's lay employee health plan if applicable.
 - i. \$10,600 for Single
 - ii. \$13,780 for Clergy plus one dependent
 - iii. \$16,960 for family

2. Eligibility for Pension

- a. Clergy must be considered at 50% appointment to be eligible for the Clergy Retirement Security Program (CRSP).
 - i. 50% of appointment is defined as 50% of the minimum salary published in the Conference Journal. **For pension purposes, both cash salary and housing allowance is calculated together to determine total compensation since it is all paid wages.** Therefore, the 50% appointment will be based on total compensation.
- b. Clergy not meeting the 50% appointment based on salary are not eligible for the CRSP.
- c. For 2019, the appointment levels are as follows for a local pastor:
 - i. 100% at least \$38,500
 - ii. 75% at least \$28,875
 - iii. 50% at least \$19,250
 - iv. 25% at least \$9,625
- d. **Remember, if they have a parsonage, add the 25% to the salary** to determinate total compensation for pension billing purposes.
- e. Clergy appointment less than 50% are eligible for the UMPIP if their church wishes to sponsor and contribute into this pension plan for their pastor. The church has the option to determine the contribution level. The church may change and amend the contribution schedule based on their financial obligations.