

**LOUISIANA CONFERENCE OF THE UNITED METHODIST CHURCH  
2023 and 2022 Increments and Benefits Chart**

As you contemplate Pastoral Compensation, please consider these distinctions:

**Compensation Package** - This is the total cost for having a pastor and includes Base, Housing Allowance and/or Utilities, Reimbursables, Insurance, and Pensions.

**Base** - This includes only the basic cash salary.

**Utilities** - Self explanatory. The Conference recommends an amount not to exceed \$7200.

Designating a utilities allowance may provide tax benefit to the clergy.

**Reimbursables** - Can only be provided according to an accountable reimbursable plan. It can include things like professional expenses, continuing Ed, books, travel, Annual Conference etc.

**Total Plan Compensation** - This the amount on which pension benefits are calculated. It is also the target when considering "Minimum Compensation" It includes either: Base + Utilities + Housing Allowance [No parsonage]

OR  
Base + Utilities + 25%(Base + Utilities) [Parsonage]

As published by Wespath Benefits and Investment:		
	2023	2022
Denominational Average Compensation (DAC)	\$ 76,221	\$ 75,570
Conference Average Compensation (CAC)	\$ 81,803	\$ 79,943
Minimum Compensation for Full Time Clergy appointments-Lower of DAC or CAC used (Amounts shown BEFORE Equitable Compensation^ Factors)	2022	2022
Full Elder (104% of FTLP)	\$ 47,562	\$ 47,156
Associate Member (103% of FTLP)	\$ 47,105	\$ 46,702
Provisional Elder (102% of FTLP)	\$ 46,647	\$ 46,249
Full Time Local Pastor-FTLP (60% of DAC)	\$ 45,733	\$ 45,342

*\*For calculating Equitable Compensation (EC): For every year of full time service for full time clergy add \$100 per year, up to 10 years or \$1000 per year maximum. (No EC for part time clergy). If there is more than one church on the Full Time appointment charge, then add another \$200 per church per year for each additional church on the charge.*

Compensation (Total Plan) for Increments				
Appointment Increment:	2023		2022	
	From	To	From	To
1/4 =	\$ 1	\$ 22,866	\$ 1	\$ 22,671
1/2 =	\$ 22,867	\$ 34,299	\$ 22,672	\$ 34,007
3/4 =	\$ 34,300	\$ 45,732	\$ 34,008	\$ 45,341
Full Time =	\$ 45,733	and above	\$ 45,342	and above

Benefits INCREMENT for Total Plan Compensation (TPC) :for Louisiana Conference Clergy												
Benefits paid by the Church:	1/4		1/2		3/4		Full Time		Retired Serving FT		Retired serving less than 3/4 time	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
Health Plan with HSA contribution (see rates below)	NO	NO	NO	NO	Optional	Optional	\$17,880	\$ 17,100	17,880	\$17,100	NO	NO
CPP	NO	NO	NO	NO	3% of TPC	3% of TPC	3% of TPC up to \$4,573.26	3% of TPC up to \$4,534.20	NO	NO	NO	NO
CRSP DC	NO	NO	3% of TPC	3% of TPC	3% of TPC	3% of TPC	3% of TPC	3% of TPC	NO	NO	NO	NO
CRSP DB	NO	NO	10% of TPC	10% of TPC	10% of TPC	10% of TPC	10% of TPC up to \$7,622.10	10% of TPC up to \$7,557.00	NO	NO	NO	NO
UMPIP Church	10% of TPC	10% of TPC	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
UNUM	NO	NO	2% of TPC	2% of TPC	NO	NO	NO	NO	NO	NO	NO	NO
Retiree health plan											NO	NO

**Note:** TPC=Total Plan Compensation as defined by the IRS, and Wespath. This figure can be found in Section II on page 1 of the Compensation Form.

**Health Insurance rates - rates below estimate the projected rates to be finalized and approved by the ecBOPHB at their Fall 2022 meeting.**

	Estimated*		2022 (Annual) Actual
	2023 Annual	2023 Monthly	
Active Clergy FT (blended rate)*	17,880	\$ 1,490	\$ 17,100
Lay Single	\$ 11,100	\$ 925	\$ 10,560
Lay and Spouse	\$ 22,200	\$ 1,850	\$ 20,580
Lay Family	\$ 22,800	\$ 1,900	\$ 21,120

\* Includes the \$100 per month (\$1200 per year) HSA contribution fro Active Clergy

**CRSP- DB** Clergy Retirement Security Plan – Defined Benefit-fixed payment portion of retirement plan  
**CRSP-DC**-Clergy Retirement Security Plan – Defined Contribution-variable payout (2% contribution +1% match)  
**CPP** – Comprehensive Protection Plan – Disability/Death Benefits  
**UMPIP** – United Methodist Personal Investment Plan  
**UNUM** – Disability/Life