

**LOUISIANA CONFERENCE OF THE UNITED METHODIST CHURCH
2020 and 2019 Increments and Benefits Chart**

<i>As published by Wespath Benefits and Investment:</i>	2020	2019
Denominational Average Compensation (DAC)	\$ 72,648	\$ 71,361
Conference Average Compensation (CAC)	\$ 74,942	\$ 74,492

Minimum Compensation for Full Time Clergy appointments-Lower of DAC or CAC used (Amounts shown BEFORE Equitable Compensation^ Factors)	2020	2019
Full Elder (104% of FTLP)	\$ 45,332	\$ 44,529
Associate Member (103% of FTLP)	\$ 44,896	\$ 44,101
Provisional Elder (102% of FTLP)	\$ 44,461	\$ 43,673
Full Time Local Pastor-FTLP (60% of DAC)	\$ 43,589	\$ 42,817

Compensation (Total Plan) for Increments

	2020		2019	
	From	To	From	To
1/4 =	\$ 1	\$ 21,794	\$ 1	\$ 21,408
1/2 =	\$ 21,795	\$ 32,692	\$ 21,409	\$ 32,112
3/4 =	\$ 32,693	\$ 43,588	\$ 32,113	\$ 42,816
Full Time =	\$ 43,589	and above	\$ 42,817	and above

^For calculating Equitable Compensation: 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 for each additional church on the charge.

Benefits for Total Plan Compensation INCREMENT:

Benefits paid by the Church:	1/4		1/2		3/4		Full Time		Retired Serving FT		Retired serving less than 3/4 time	
	2020	2019	2020	2019	2020	2019	2020*	2019	2020*	2019	2020	2019
Health Plan with HSA contribution (see rates below)	NO	NO	NO	NO	Optional	Optional	\$16,680	\$15,960	\$16,680	\$15,960	NO	NO
CPP	NO	NO	NO	NO	3% of TPC	3% of TPC	3% of TPC up to \$4358.90	3% of TPC up to \$4281.66	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 \$7264.80	10% of TPC up to \$7136.10	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. This figure can be found in Section IV on page 2 of the compensation form.

* 2020 Health insurance rates to be set by the Conference Board of Pensions and Health Benefits in the October 2019 meeting. Until then, please use the estimated amount based on a 5% or so from 2019 rates increase

Health Insurance rates	Estimated		
	2020 Annual	2020 Monthly	2019 Actual
Active Clergy (blended rate)	\$ 16,680	\$ 1,390	\$ 15,960
Retire Clergy/Lay	\$ -	\$ -	\$ 3,588
Lay Single	\$ 10,260	\$ 855	\$ 9,780
Lay and Spouse	\$ 20,538	\$ 1,710	\$ 19,560
Lay Family	\$ 20,700	\$ 1,725	\$ 19,740

- 16,758 **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)
- 10,269 **CPP** – Comprehensive Protection Plan – Disability/Death Benefits
- 20,538 **UMPIP** – United Methodist Personal Investment Plan
- 20,700 **UNUM** – Disability/Life