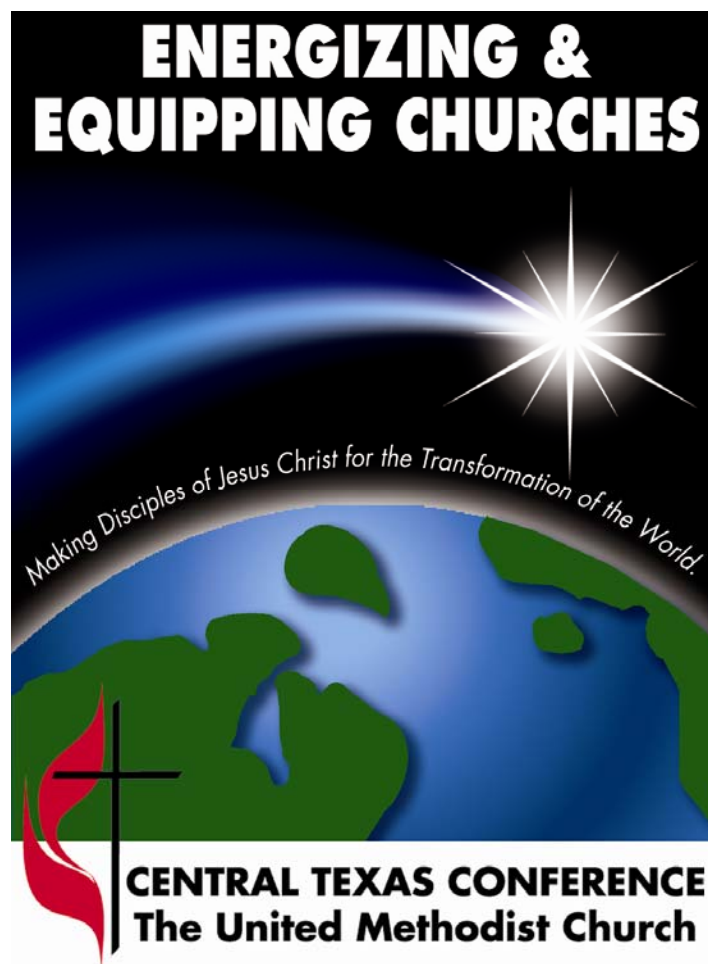


WAXAHACHIE DISTRICT  
Central Texas Conference  
of the  
United Methodist Church

2010  
District Stewards Workbook



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# **DISTRICT STEWARDS WORKBOOK**

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# 2010 SPECIAL OFFERINGS

**January 17 Human Relations Day**

Recommended to be received the Sunday before the observance of Martin Luther King, Jr.'s birthday. It is for projects of a reconciling nature, and is divided as follows: UM Voluntary Service (33%), Community Developers (57%), and Youth Offenders Rehabilitation (10%).

**February Church Growth and Development**

Establishing new churches is one way our Conference fulfills the commission: "Go into all the world... make disciples". The Partners in Growth Share Program is our financial opportunity. One hundred percent (\$60 per share) reaches new church projects and aids in site acquisition.

**February 21 Aldersgate Enrichment Center Day (3<sup>rd</sup> Sunday)**

This Sunday is set aside to emphasize the conference's mission and ministry to mentally handicapped persons. This day will permit churches of the conference to receive and distribute information about this special ministry.

**March 14 One Great Hour of Sharing**

Taken in Lent, this offering goes entirely to the United Methodist Committee on Relief. It provides a major source of funds for direct ministry on behalf of the church to persons in need through programs of relief, rehabilitation, refugee resettlement, and other ministries to persons caught in distress situations.

**April 18 Native American Ministries Sunday**

This emphasis serves to remind the church of contributions made by Native Americans to our society. The offering will help provide scholarships for Native Americans attending United Methodist schools of theology and for additional support for the Native American Urban Initiative of the General Board of Global Ministries.

**May 2 Golden Cross (1<sup>st</sup> Sunday)**

Golden Cross is the charity care program of the Harris Hospital Health System. The money collected for Golden Cross is used to help persons who are unable to pay all or part of their health care costs.

**May 9 Wesleyan Homes (Mother's Day)**

Benevolent Care expense at the Retirement Home and Nursing Home in Georgetown exceeds \$250,000. The Mothers' Day offering helps provide the funds for this care.

**May 30 Peace with Justice**

Recommended to be observed the second Sunday of Pentecost, this offering is used for Peace with Justice projects – ½ for such ministries in the annual conference, and ½ for Peace with Justice ministries of the General Board of Church and Society.

- June**      **Annual Conference Special Offering**  
 Each year a particular cause is designated for the Annual Conference special offering. The delegates from each local church take this offering to Annual Conference.
- June 13**   **Homes for Retired Ministers (2<sup>nd</sup> Sunday)**  
 The conference owns 7 homes which have either been given or purchased and are used to house retired ministers and their spouses who cannot provide a home of their own. The special offering provides funds for maintenance and repair of these homes. The residents also make contributions for this purpose.
- July**      **Lydia Patterson Institute**  
 The need at Lydia Patterson is greater than the funds provided through the apportionment. This is the opportunity for individuals and churches to give additional funds to meet the needs of this United Methodist school for Hispanic students located in El Paso. It is owned and operated by the South Central Jurisdiction.
- September 5**   **Christian Education Sunday**  
 This offering enables the work of Christian education across the conference. Funds are used to help defray expenses of persons attending training events in order to provide resources for local churches and promote specific programs.
- October 3**   **World Wide Communion**  
 One-half of the offering finances the Crusade Scholarship of the General Board of Global Ministries, enabling young adults from this country and abroad to pursue post-graduate studies. 35% is allocated to an Ethnic Minority Scholarship Program and 15% to an Ethnic Minority In-Service Training Program, both administered by the General Board of Higher Education and Ministry.
- November**      **Thanksgiving Offering**  
 This offering helps alleviate the problems of world hunger. The United Methodist Committee on Relief administers the funds.
- November 7**   **Methodist Mission Home - San Antonio (1<sup>st</sup> Sunday)**  
 Located in San Antonio the ministry of the Mission Home includes maternity and adoption services, vocational rehabilitation services for persons who are deaf and community re-entry services for traumatic brain injury survivors.
- November 28**   **United Methodist Student Day**  
 Students who might otherwise fail to get a college education are helped by scholarship grants or loans made possible by this offering, which is to be received each year on the Sunday following Thanksgiving.
- December**      **Methodist Children's Home - Waco**  
 By long-standing tradition, the Central Texas Annual Conference has authorized an annual Christmas offering to be taken in each local church during the month of December for the ministry of the Methodist Children's Home. This money is used for the day-to-day cost of caring for the children who are admitted to the Children's Home's programs regardless of their ability to pay.

## 2010 Waxahachie District Budget

	2009	2010
<b>Administrative Office</b>		
Rent	\$12,588.00	\$12,588.00
Administrative Assistant Salary	\$26,930.00	\$26,930.00
Administrative Assistant FICA	\$2,060.00	\$2,060.00
Administrative Assistant Pension 6%	\$1,660.00	\$1,660.00
Administrative Assistant Insurance	\$6,096.00	\$6,408.00
Liability Insurance/Workman's Comp	\$3,000.00	\$3,000.00
Equipment Maintenance/Replacement	\$1,700.00	\$1,700.00
Telecommunications	\$2,500.00	\$2,300.00
Office Expense	<u>\$3,315.00</u>	<u>\$2,385.00</u>
<b>Total Administrative Office</b>	<b>\$59,849.00</b>	<b>\$59,031.00</b>
<b>District Superintendent Travel/Expense</b>	<b>\$7,500.00</b>	<b>\$7,500.00</b>
<b>Continuing Education</b>		
District Superintendent	\$1,000.00	\$1,000.00
Administrative Assistant	<u>\$250.00</u>	<u>\$250.00</u>
<b>Total Continuing Education</b>	<b>\$1,250.00</b>	<b>\$1,250.00</b>
<b>District Operating Expense</b>		
<i><b>Bishop's /Laity Week</b></i>		
District Superintendent	\$600.00	\$600.00
Lay Leader	\$400.00	\$400.00
Partial Scholarships (lay & Clergy)	<u>\$800.00</u>	<u>\$800.00</u>
Total Bishop's Week	\$1,800.00	\$1,800.00
<i><b>Annual Conference Expense</b></i>		
District Superintendent	\$600.00	\$600.00
Administrative Assistant	\$400.00	\$400.00
Lay Leader	\$400.00	\$400.00
Young Adult (2)/Youth (2)	<u>\$800.00</u>	<u>\$800.00</u>
Total Annual Conference	\$2,200.00	\$2,200.00
Other Expenses for meetings, conferences, etc.	\$3,700.00	\$3,700.00
<b>Total District Operating Expense</b>	<b>\$7,700.00</b>	<b>\$7,700.00</b>
<b>District Mission Team</b>		
United Christian Fellowships	\$36,700.00	\$36,700.00
All other Missions	\$14,600.00	\$14,600.00
<b>Total Missions</b>	<b>\$51,300.00</b>	<b>\$51,300.00</b>
<b>Connectional Congtingency</b>	<b>\$5,000.00</b>	<b>\$5,000.00</b>
<b>District Parsonage</b>		
Furniture	\$1,000.00	\$1,000.00
Improvements	\$1,000.00	\$1,000.00
Utilities	\$7,200.00	\$6,000.00
Lawn Care/Maintenance	<u>\$3,200.00</u>	<u>\$3,200.00</u>
<b>Total District Parsonage</b>	<b>\$12,400.00</b>	<b>\$11,200.00</b>
<b>Grand Total All Itmes</b>	<b>\$144,999.00</b>	<b>\$142,981.00</b>
2009 Diferrence of	-1.39% less	

# 2010 CONFERENCE APPORTIONMENTS

<b>I. Episcopal Fund (General)</b>		<b>353,894</b>
This fund provides for the salaries, expenses, and pensions of the bishops of the United Methodist Church.		
<b>II. District Superintendent Salaries and Pension (Annual Conference)</b>		<b>862,373</b>
A. District Superintendent Salaries	776,994	
Provides funds for the salaries of the seven District Superintendents.		
B. District Superintendent Pensions	85,379	
Provides funds for the annual payment for the seven District Superintendents' participation in the CRSP pension plan.		
<b>III. Conference Claimants (Annual Conference)</b>		<b>1,260,000</b>
A. Ministerial Pension Plan - Past Service	700,000	
This fund provides clergy pension for years of service prior to 1982 when the Ministerial Pension plan was adopted.		
B. Comprehensive Protection Plan	560,000	
Provides surviving spouse annuity benefits, surviving children benefits, disability benefits, and death benefits coverage for Conference clergy members.		
<b>IV. Clergy Health Benefits (Annual Conference)</b>		<b>2,364,080</b>
The Conference pays one-half of the cost of medical insurance premiums of its clergy members from this fund. The other half of the cost is provided by the clergy members.		
<b>V. Equitable Compensation (Annual Conference)</b>		<b>57,000</b>
This funds the Minimum Compensation Program of the Conference.		
<b>VI. Retiree Health Benefits (Annual Conference)</b>		<b>250,000</b>
The Conference pays one-half of the Medical Supplemental premium for eligible retired clergy and spouses.		
<b>VII. Other Clergy Benefits (Annual Conference)</b>		<b>107,562</b>
A. Episcopal Residence Fund	29,562	
B. Moving Expense	60,000	
Reimbursement of appointment change moving costs up to a maximum based upon self or commercial move.		
C. Counseling	18,000	
The pastoral care and counseling program for clergy and diaconal ministers and their families makes available professional counseling services across the Conference.		

<b>VIII. Property and Administration</b>		<b>1,118,415</b>
A. General Administration Fund (General)	139,405	
This fund finances administrative work on the church's general level, including the cost of General Conference and financing agencies which are mainly administrative in function.		
B. Jurisdictional Administration Fund (Jurisdictional)	26,803	
This fund finances administrative work in the South Central Jurisdiction and supports the "Volunteers in Mission" program of the Jurisdiction.		
C. Episcopal Office Fund (Annual Conference)	12,000	
D. Chancellor (Annual Conference)	30,000	
This fund provides the Conference with legal counsel as needed.		
E. Conference Administration (Annual Conference)	910,207	
Includes CFA staff compensation & benefits, audit, center operations, insurance, journal, statistician, general & jurisdictional delegates expenses, annual conference, and meeting expenses for Cabinet, BOM, Episcopacy, Equitable Compensation, Pensions, CFA, Personnel, Rules, Trustees, and Executive and Administrative Leadership Teams.		
 <b>IX. World Service and Conference Benevolences</b>		 <b>2,947,722</b>
A. World Service (General)	1,286,606	
The basic benevolence fund of the church, designated in the 2008 Book of Discipline as "the first benevolent responsibility of the church" [¶812]. Receipts are distributed to the general program agencies and other benevolence causes by a precise formula to support their missional responsibilities. These agencies serve both as a resource to local churches and as an extension of local churches in mission on a national and world level.		
B. Conference Benevolences (Annual Conference)	1,661,116	
1. Mission Ministries Programming	1,183,779	
Includes MM staff compensation and benefits, Program & Admin. support, Discipleship, Ethnic Local Church Concerns, Global Ministries, Church & Society, Higher Education, Campus Ministry, Evangelism, Glen Lake Camp, and Communications.		
2. Conference Programming	477,337	
Includes Church Growth & Development programming, CGD staff compensation and benefits, Archives and History, Christian Unity, Board of Laity, Commission on Inclusiveness, and Igniting Min.		
 <b>X. Interdenominational Cooperation Fund (General)</b>		 <b>34,279</b>
Support for those general church activities which are ecumenical in nature, providing a UM presence in areas such as the Consultation on Church Union, National Council on Churches, and the World CoC.		
 <b>XI. Ministerial Education Fund (General)</b>		 <b>440,440</b>
Designed to increase support for education for both ordained and diaconal ministers. Funding for theological schools and programs of ministerial recruitment, professional development, and continuing education, with 75% administered by the general church and 25% by annual conferences.		

<b>XII. Black College Fund (General)</b>	<b>175,709</b>
Supplements operational and capital needs of United Methodist colleges and a medical school which have historically served primarily the educational needs of black students.	
<b>XIII. Africa University (General)</b>	<b>39,325</b>
Since 1992, Africa University, the only UM degree-granting university in Africa, has served and graduated hundreds of men and women from 20 countries. It is nurtured and funded by UM through this apportionment, which supports on-going operations including building maintenance, utilities, classroom equipment and supplies, faculty and staff salaries, and other operational expense. The importance of this apportioned fund is its impact on the lives of students. In a continent torn by war, AIDS, poverty, cyclones, and other natural and human-made hardships, Africa University shines as a beacon of hope and light.	
<b>XIV. Mount Sequoyah (Jurisdictional)</b>	<b>12,855</b>
This fund assists in the maintenance and development of our jurisdictional assembly grounds in Fayetteville, Arkansas.	
<b>XV. Lydia Patterson Institute (Jurisdictional)</b>	<b>56,398</b>
A United Methodist school for Hispanic students. It is located in El Paso and is owned and operated by the South Central Jurisdiction.	
<b>XVI. SMU Campus Ministry (Jurisdictional)</b>	<b>7,050</b>
Support for the Wesley Foundation ministering to students at Southern Methodist University in Dallas.	
<b>XVII. Texas Methodist College Association (Annual Conference)</b>	<b>100,000</b>
This fund provides aid for students in the UM colleges of Texas.	
<b>XVIII. Wesley Foundations (Annual Conference)</b>	<b>313,108</b>
This fund helps provide UM campus ministry on state and independent college campuses within the boundary of the Central Texas Conference.	
<b>XIX. Glen Lake Camp Improvements Debt (Annual Conference)</b>	<b>45,000</b>
Provides funds for payment of a \$850,000 loan authorized by the 1993 Annual Conference for capital improvements.	
<b>GRAND TOTAL</b>	<b>10,545,210</b>

For more information see "The Financial Commitment of the United Methodist Church 2009-2012", available online at [www.gcfa.org/fs\\_FCB.html](http://www.gcfa.org/fs_FCB.html).

Detailed listing of the amounts included in "Conference Benevolences" and "Conference Administration" may be found in the "2009 Journal".



# ALLOCATION OF 2010 CONFERENCE APPORTIONMENTS

		Brownwood	Fort Worth	Mid-Cities	Temple	Waco	Waxahachie	Weatherford	Total
Fund No.	Fund Name	0.0530	0.2028	0.2948	0.1436	0.0927	0.1083	0.1048	1.0000
1	Episcopal Fund	18,756	71,770	104,328	50,819	32,806	38,327	37,088	353,894
2	District Supt. Salary/Pension	45,706	174,889	254,229	123,837	79,942	93,395	90,375	862,373
3	Conference Claimants/CPP	66,780	255,528	371,448	180,936	116,802	136,458	132,048	1,260,000
4	Clergy Health Insurance	125,296	479,435	696,931	339,482	219,150	256,030	247,756	2,364,080
5	Equitable Compensation	3,021	11,560	16,804	8,185	5,284	6,173	5,973	57,000
6	Retiree Health Benefits	13,250	50,700	73,700	35,900	23,175	27,075	26,200	250,000
7	Other Clergy Benefits	5,701	21,814	31,709	15,446	9,971	11,649	11,272	107,562
8	Property & Administration	59,276	226,815	329,709	160,604	103,677	121,124	117,210	1,118,415
9	World Service/Conference Benevolence	156,229	597,798	868,988	423,293	273,254	319,238	308,922	2,947,722
10	Interdenominational Cooperation	1,817	6,952	10,105	4,922	3,178	3,712	3,593	34,279
11	Ministerial Education	23,343	89,321	129,842	63,247	40,829	47,700	46,158	440,440
12	Black Colleges	9,313	35,634	51,799	25,232	16,288	19,029	18,414	175,709
13	Africa University	2,084	7,975	11,593	5,647	3,645	4,259	4,122	39,325
14	Mount Sequoyah	681	2,607	3,790	1,846	1,192	1,392	1,347	12,855
15	Lydia Patterson	2,989	11,438	16,626	8,099	5,228	6,108	5,910	56,398
16	SMU Campus Ministry	374	1,430	2,078	1,012	654	764	738	7,050
17	Texas Methodist College Association	5,300	20,280	29,480	14,360	9,270	10,830	10,480	100,000
18	Wesley Foundations	16,595	63,498	92,304	44,962	29,025	33,910	32,814	313,108
19	Glen Lake Camp Improvements	2,385	9,126	13,266	6,462	4,172	4,874	4,715	45,000
TOTAL		558,896	2,138,570	3,108,729	1,514,291	977,542	1,142,047	1,105,135	10,545,210

# CONFERENCE FAIR SHARE ASKINGS

Fund No.	Fund Name	Brownwood	Fort Worth	Mid-Cities	Temple	Waco	Waxahachie	Weatherford	Total
418	Aldersgate Enrichment Ctr (Year 5 of 5)	2,650	10,140	14,740	7,180	4,635	5,415	5,240	50,000
473	Justice for Our Neighbors (Year 3 of 5)	2,014	7,706	11,202	5,457	3,523	4,115	3,982	38,000
758	Global Aids Fund (Year 1 of 2)	4,340	16,609	24,143	11,760	7,592	8,869	8,583	81,896
911	United Centers (Year 2 of 5)	2,650	10,140	14,740	7,180	4,635	5,415	5,240	50,000
TOTAL		11,654	44,595	64,825	31,577	20,385	23,814	23,045	219,896

## **Where Do All Those Figures Come From?**

That is a very good question that one might expect to hear in a Finance Committee or a Board Meeting. There are basically two things which determine the amount of each Church's share of our District's Benevolence budget: the total amount of money that must be raised within the District and the Church's decimal.

### **The Connectional Principle**

Methodists have always understood themselves to be a connectional church. From the days of John Wesley the "connexion" has been a word used to describe the unity of the Methodist family. It describes how we govern ourselves, how churches receive their pastors, how pastors are assigned, and how we make decisions concerning support of United Methodist causes.

It is no accident that our Methodist system of governance and our American republic resembles each other. Both were born in the same decade of the latter part of the eighteenth century. As Methodists we have a representative form of government at every level: local churches elect delegates to Annual Conference, where in turn each four years delegates are elected to the General Conference. These delegates at each level approve all budgets and funds that eventually come to the local church in the form of our benevolences.

Each four years the General Conference determines the program of the Church for the next quadrennium and these are allocated to the Annual Conferences. Our Conference then adds what funds are necessary to support the work and institutions and a pro rata share is distributed to each District. When funds for District Administration and program within the District are added, you then have the amount of money we must raise among the Churches in the District.

### **The Decimal**

The Decimal formula has worked fairly for more than thirty years as the means whereby we distribute the pro rata share of the benevolence budget to the individual Churches. It is much like being at a restaurant with several people, receiving one check, and then sitting down to decide who should pay what. You don't mind paying your share, but you would just as soon not pay someone else's part. In fact, the decimal is a Church's best friend because it assures that you will receive no less or more than your fair share.

The basic principle is that how much you spend on yourselves locally (excepting for capital improvements and debt retirement) determines your slice of the pie. From the last end of the year report to the Annual Conference the figures for local expense for program, other local expenses (includes staff, utilities, insurance, supplies, etc.), ministerial support (pastor's salary, utilities for parsonage, travel, pension benefit) are all added up for a total. A similar total is figured for the District as a whole. The larger figure divided into the smaller figures results in a decimal figure that basically is the percentage of the total expenditures that your Church spent. This then is multiplied times each of the benevolence items to determine your Church's share. In this sense, you determine the decimal by your expenditures. The District Superintendent does not have the authority to alter a decimal for to do so would unfairly change the decimal of everyone else.

## FIGURING THE LOCAL CHURCH DECIMAL

All budget items allocated to the districts and local churches of the Conference shall be based on the decimal arrived at by the following formula. Determine the base amount for each district or church by taking the total of the following items:

- (58) Pension & Benefit Funds paid directly to the General Board of Pensions
- (64) Pastor's Base Compensation
- (65) Associate(s) Base Compensation
- (66a) Utilities and Housing paid to/for Pastor
- (66b) Utilities and Housing paid to/for Associate(s)
- (67a) Travel paid to/for Pastor
- (67b) Travel paid to/for Associate(s)
- (68a) Other Allowances paid to/for Pastor
- (68b) Other Allowances paid to/for Associate(s)
- (69) Diaconal & Deacon(s) Compensation
- (70) Other Staff Compensation
- (71) Current Expenses for Program
- (72) Other Current Operating Expenses

Add the above thirteen (13) expenditures for each district to get the "district total expenditure." Divide each "district total expenditure" by the "conference total expenditure" to get the district decimal. (Each decimal is rounded off to four places.)

Multiply the district decimal by each Conference Apportionment to get the District Apportionment.

Add the above thirteen (13) expenditures for each local church to get their "local total expenditure." Divide each "local total expenditure" by the "district total expenditure" to arrive at the local church decimal. (Each decimal is rounded off to four places.)

Multiply the local church decimal by each District Apportionment allocation to get the Local Church Apportionment. (Each apportionment is rounded to the nearest dollar.) [Minimum apportionment for each fund is one dollar.]

***Conference Standing Rules: V. Financial, 4.0***

# 2010 DECIMAL

WAXAHACHIE DISTRICT		Pension for Pastor & Staff	Pastor's Base Comp.	Associate Base Comp.	Housing & Utilities Pastor	Housing & Utilities Associate	Travel Pastor	Travel Associate	Other Cash Allowance Pastor	Other Cash Allowance Associate
CHURCH #	CHURCH NAME	58	64	65	66(a)	66(b)	67(a)	67(b)	68(a)	68(b)
731585	Alvarado: First	8,798	48,500	0	6,000	0	7,000	0	2,844	0
736565	Bardwell	0	4,800	0	0	0	0	0	0	0
736758	Ennis: Trinity	0	2,400	0	0	0	0	0	0	0
732501	Blooming Grove	4,144	31,624	0	0	0	2,115	0	2,396	0
732512	Dresden	600	5,733	0	0	0	0	0	150	0
731723	Cahill	0	9,135	0	14,495	0	0	0	0	0
732603	CORSICANA: First	12,726	60,876	0	11,700	0	3,999	0	9,924	0
985424	St. Andrew	1,732	8,034	0	2,000	0	0	0	0	0
732580	St. Luke	5,951	29,200	0	6,000	0	2,400	0	0	0
732567	Central	1,969	9,500	0	0	0	2,400	0	0	0
732625	Wesley	3,103	14,037	0	0	0	3,750	0	0	0
732523	Chatfield	1,268	12,145	0	0	0	0	0	0	0
732647	Dawson	5,119	27,300	0	0	0	2,779	0	0	0
732988	Tehuacana	2,797	16,272	0	0	0	1,644	0	0	0
732682	Emhouse	737	7,361	0	0	0	0	0	0	0
732944	Richland	280	6,000	0	0	0	425	0	1,200	0
985663	ENNIS: Alliance of Faith	0	6,315	0	0	0	644	0	0	0
736667	First	16,521	69,900	17,616	0	10,000	7,200	167	0	0
732705	Eureka	3,177	21,441	0	0	0	1,039	0	0	0
732421	Barry	1,440	9,600	0	0	0	141	0	0	0
736680	Ferris: First	6,258	33,376	0	0	0	3,600	0	3,024	0
736601	Bristol	0	7,200	0	0	0	0	0	0	0
732727	Frost	3,775	20,976	0	0	0	0	0	0	0
731962	Grandview First	6,163	30,400	0	6,600	0	5,000	0	0	0
736725	HILLSBORO: First	9,437	36,539	9,317	9,633	0	5,196	0	8,352	2,029
736747	Line Street	5,980	33,290	0	0	0	6,400	0	2,026	0
731825	Covington	2,250	15,185	0	0	0	0	0	998	0
736782	Italy: First	7,929	22,172	0	644	0	129	0	0	0
736805	Itasca	0	9,111	0	6,800	0	3,300	0	2,520	0
731665	Blum	0	3,300	0	1,500	0	1,200	0	0	0
732784	Kerens: First	7,496	15,872	0	8,840	0	6,000	0	350	0
733015	Pleasant Grove	1,632	9,576	0	0	0	0	0	200	0
732716	Lakeside	6,884	21,550	0	10,000	0	5,087	0	7,761	0
733254	MANSFIELD: Community of Hope	7,433	22,000	0	26,000	0	18,000	0	0	0
733642	First	26,071	82,681	53,990	13,249	64,100	1,985	3,987	32,464	8,100
736840	Maypearl	3,852	25,680	0	0	0	0	0	0	0
736623	Britton	1,537	10,250	0	0	0	0	0	0	0
736884	Midlothian: First	15,037	42,958	30,626	24,000	2,400	1,569	0	7,177	9,391
736920	Ovilla	8,919	56,684	0	2,717	0	7,650	0	7,904	0
736942	Palmer: First	6,962	37,133	0	5,100	0	7,000	0	3,024	0
985402	Pelham: Wesley Chapel	0	1,977	0	0	0	0	0	0	0
985468	Brushie Prairie: St. Delight	0	1,977	0	0	0	0	0	0	0
730741	Milford: New Beginnings	0	6,650	0	0	0	0	0	480	0
736964	Red Oak	10,175	44,442	0	6,000	0	4,000	0	9,552	0
736793	Sardis	2,087	18,200	0	0	0	4,800	0	0	0
736986	Venus	1,012	15,200	0	0	0	0	0	0	0
731984	Watt's Chapel	0	17,700	0	0	0	1,420	0	0	0
736587	WAXAHACHIE: Bethel	4,804	29,886	0	0	0	457	0	0	0
737002	Ferris Heights	8,711	34,935	0	4,200	0	500	0	0	0
737024	First	17,047	55,807	0	10,000	0	6,800	0	15,924	0
<b>TOTAL</b>		<b>241,813</b>	<b>1,162,880</b>	<b>111,549</b>	<b>175,478</b>	<b>76,500</b>	<b>125,629</b>	<b>4,154</b>	<b>118,270</b>	<b>19,520</b>

# 2010 DECIMAL

WAXAHACHIE DISTRICT		Diaconal & Deacon Compensation	Other Staff Compensation	Current Expense for Program	Other Current Operating Expenses	TOTAL 2008 Statistics	Decimal 2010	2007 Statistics	Decimal 2009	Decimal 2008	Decimal 2007	Decimal 2006
CHURCH #	CHURCH NAME	69	70	71	72							
731585	Alvarado: First	0	107,872	19,202	58,308	258,524	0.0371	289,143	0.0432	0.0434	0.0409	0.0354
736565	Bardwell	0	6,000	640	7,450	18,890	0.0027	15,215	0.0023	0.0024	0.0026	0.0025
736758	Ennis: Trinity	0	0	0	11,789	14,189	0.0020	14,575	0.0022	0.0023	0.0023	0.0028
732501	Blooming Grove	0	0	1,744	24,463	66,486	0.0095	59,509	0.0089	0.0089	0.0093	0.0097
732512	Dresden	0	0	0	1,683	8,166	0.0012	8,193	0.0012	0.0012	0.0011	0.0010
731723	Cahill	0	4,925	3,000	9,000	40,555	0.0058	32,904	0.0049	0.0046	0.0047	0.0059
732603	CORSICANA: First	0	205,885	29,371	162,186	496,667	0.0713	463,278	0.0693	0.0764	0.0782	0.0770
985424	St. Andrew	0	0	533	5,727	18,026	0.0026	22,995	0.0034	0.0029	0.0026	0.0029
732580	St. Luke	0	8,012	1,922	19,522	73,007	0.0105	71,121	0.0107	0.0115	0.0114	0.0121
732567	Central	0	1,625	100	10,277	25,871	0.0037	30,785	0.0046	0.0049	0.0056	0.0056
732625	Wesley	0	4,445	2,573	21,446	49,354	0.0071	51,587	0.0077	0.0081	0.0118	0.0095
732523	Chatfield	0	0	1,452	6,806	21,671	0.0031	21,976	0.0033	0.0030	0.0036	0.0037
732647	Dawson	0	0	1,877	15,494	52,569	0.0076	54,207	0.0081	0.0090	0.0087	0.0108
732988	Tehuacana	0	3,970	1,273	16,910	42,866	0.0062	43,254	0.0065	0.0067	0.0056	0.0053
732682	Emhouse	0	2,300	1,000	6,570	17,968	0.0026	16,869	0.0025	0.0029	0.0032	0.0033
732944	Richland	0	2,500	315	2,500	13,220	0.0019	10,480	0.0016	0.0012	0.0012	0.0012
985663	ENNIS: Alliance of Faith	0	1,200	0	7,000	15,159	0.0022	17,329	0.0026	0.0027	0.0015	0.0020
736667	First	0	82,270	36,743	98,473	338,890	0.0487	365,161	0.0546	0.0500	0.0528	0.0555
732705	Eureka	0	0	3,242	5,573	34,472	0.0050	35,207	0.0053	0.0050	0.0054	0.0054
732421	Barry	0	0	253	4,950	16,384	0.0024	16,671	0.0025	0.0024	0.0026	0.0025
736680	Ferris: First	0	12,344	6,848	41,366	106,816	0.0153	112,343	0.0168	0.0169	0.0167	0.0185
736601	Bristol	450	4,324	322	3,353	15,649	0.0022	19,442	0.0029	0.0023	0.0030	0.0023
732727	Frost	0	0	1,000	16,050	41,801	0.0060	45,020	0.0067	0.0070	0.0070	0.0064
731962	Grandview First	0	31,096	5,199	38,704	123,162	0.0177	119,797	0.0179	0.0172	0.0160	0.0145
736725	HILLSBORO: First	0	43,261	6,460	104,188	234,412	0.0337	227,012	0.0339	0.0358	0.0409	0.0358
736747	Line Street	0	4,620	1,738	15,269	69,323	0.0100	64,390	0.0096	0.0090	0.0096	0.0110
731825	Covington	0	4,800	720	8,744	32,697	0.0047	31,929	0.0048	0.0047	0.0046	0.0049
736782	Italy: First	0	213	2,351	10,255	43,693	0.0063	45,128	0.0067	0.0067	0.0076	0.0075
736805	Itasca	0	3,840	2,873	18,769	47,213	0.0068	48,791	0.0073	0.0082	0.0077	0.0055
731665	Blum	0	0	0	3,933	9,933	0.0014	10,192	0.0015	0.0018	0.0017	0.0018
732784	Kerens: First	0	7,847	2,310	15,267	63,982	0.0092	64,358	0.0096	0.0105	0.0102	0.0107
733015	Pleasant Grove	0	0	5,635	12,628	29,671	0.0043	28,963	0.0043	0.0032	0.0031	0.0035
732716	Lakeside	0	32,038	11,066	35,045	129,431	0.0186	119,515	0.0179	0.0153	0.0186	0.0138
733254	MANSFIELD: Community of Hope	0	138,216	24,301	70,329	306,279	0.0440	279,203	0.0418	0.0407	0.0298	0.0287
733642	First	0	1,061,452	237,183	395,711	1,980,973	0.2845	1,845,421	0.2760	0.2797	0.2735	0.2765
736840	Maypearl	0	0	1,812	8,411	39,755	0.0057	38,711	0.0058	0.0056	0.0057	0.0056
736623	Britton	0	0	2,161	5,029	18,977	0.0027	18,709	0.0028	0.0029	0.0033	0.0034
736884	Midlothian: First	0	163,928	29,756	97,295	424,137	0.0609	396,020	0.0593	0.0653	0.0664	0.0661
736920	Ovilla	0	56,083	17,860	90,852	248,669	0.0357	218,274	0.0326	0.0324	0.0350	0.0347
736942	Palmer: First	0	30,115	6,255	23,195	118,784	0.0171	136,591	0.0204	0.0212	0.0219	0.0209
985402	Pelham: Wesley Chapel	0	0	0	930	2,907	0.0004	2,850	0.0004	0.0005	0.0005	0.0006
985468	Brushie Prairie: St. Delight	0	0	0	980	2,957	0.0004	2,957	0.0004	0.0004	0.0005	0.0006
730741	Milford: New Beginnings	0	0	0	0	7,130	0.0010	7,130	0.0011	0.0020	0.0021	0.0000
736964	Red Oak	0	111,353	11,447	42,108	239,077	0.0343	253,708	0.0379	0.0391	0.0429	0.0410
736793	Sardis	0	0	2,069	16,763	43,919	0.0063	37,201	0.0056	0.0056	0.0061	0.0063
736986	Venus	0	0	0	12,143	28,355	0.0041	23,528	0.0035	0.0036	0.0040	0.0070
731984	Watt's Chapel	0	0	728	7,500	27,348	0.0039	29,299	0.0044	0.0053	0.0055	0.0054
736587	WAXAHACHIE: Bethel	0	0	1,750	10,679	47,576	0.0068	45,975	0.0069	0.0055	0.0065	0.0058
737002	Ferris Heights	0	52,593	10,528	17,958	129,425	0.0186	116,950	0.0176	0.0207	0.0233	0.0253
737024	First	48,838	337,572	59,697	173,552	725,237	0.1042	656,884	0.0982	0.0814	0.0729	0.0776
TOTAL		49,288	2,526,699	557,309	1,793,133	6,962,222	1.0000	6,686,750	1.0000	1.0000	1.0017	0.9958

# 2010 APPORTIONMENTS

WAXAHACHIE DISTRICT		CONFERENCE APPORTIONMENTS										
		Decimal 2010	Episcopal Fund	District Supt. Salary & Pension	Conference Claimants & CPP	Clergy Health Insurance	Equitable Compensation	Retiree Health Benefits	Other Clergy Benefits	Property & Administration	World Service & Conference Benevolence	Interdenominational Cooperation
CHURCH #	CHURCH NAME		1	2	3	4	5	6	7	8	9	10
731585	Alvarado: First	0.0371	1,422	3,465	5,063	9,499	229	1,004	432	4,494	11,844	138
736565	Bardwell	0.0027	103	252	368	694	17	73	31	327	862	10
736758	Ennis: Trinity	0.0020	77	187	273	512	12	54	23	242	638	7
732501	Blooming Grove	0.0095	365	887	1,296	2,432	59	257	111	1,151	3,033	35
732512	Dresden	0.0012	47	112	164	307	7	32	14	145	383	4
731723	Cahill	0.0058	222	542	791	1,485	36	157	68	703	1,852	22
732603	CORSICANA: First	0.0713	2,733	6,659	9,729	18,255	440	1,930	831	8,636	22,762	265
985424	St. Andrew	0.0026	100	243	355	666	16	70	30	315	830	10
732580	St. Luke	0.0105	402	981	1,433	2,688	65	284	122	1,272	3,352	39
732567	Central	0.0037	142	346	505	947	23	100	43	448	1,181	14
732625	Wesley	0.0071	272	663	969	1,818	44	192	83	860	2,267	26
732523	Chatfield	0.0031	119	290	423	794	19	84	36	375	990	12
732647	Dawson	0.0076	291	710	1,037	1,946	45	206	89	921	2,426	28
732988	Tehuacana	0.0062	238	579	846	1,587	38	168	72	751	1,979	23
732682	Emhouse	0.0026	100	243	355	666	16	70	30	315	830	10
732944	Richland	0.0019	73	177	259	486	12	51	23	230	607	7
985663	ENNIS: Alliance of Faith	0.0022	84	205	300	563	14	60	26	266	702	8
736667	First	0.0487	1,867	4,548	6,646	12,469	301	1,319	567	5,899	15,547	181
732705	Eureka	0.0050	192	467	682	1,280	31	135	58	606	1,596	19
732421	Barry	0.0024	92	224	327	614	15	65	28	291	766	9
736680	Ferris: First	0.0153	586	1,429	2,088	3,917	94	414	178	1,853	4,884	57
736601	Bristol	0.0022	84	205	300	563	14	60	26	266	702	8
732727	Frost	0.0060	230	560	819	1,536	37	162	70	728	1,915	22
731962	Grandview First	0.0177	678	1,653	2,415	4,532	109	479	206	2,144	5,651	66
736725	HILLSBORO: First	0.0337	1,292	3,147	4,599	8,628	208	912	393	4,082	10,757	125
736747	Line Street	0.0100	383	934	1,365	2,560	62	271	116	1,211	3,192	37
731825	Covington	0.0047	180	439	641	1,203	29	129	55	569	1,500	17
736782	Italy: First	0.0063	241	588	860	1,613	39	171	73	763	2,011	23
736805	Itasca	0.0068	261	635	928	1,741	42	184	79	824	2,171	25
731665	Blum	0.0014	54	131	191	358	9	38	16	170	447	5
732784	Kerens: First	0.0092	353	859	1,255	2,355	57	249	107	1,114	2,937	34
733015	Pleasant Grove	0.0043	165	402	587	1,101	27	116	50	521	1,373	16
732716	Lakeside	0.0186	713	1,737	2,538	4,762	115	504	217	2,253	5,938	69
733254	MANSFIELD: Community of Hope	0.0440	1,686	4,111	6,004	11,265	272	1,191	513	5,329	14,046	163
733642	First	0.2845	10,904	26,573	38,822	72,843	1,756	7,703	3,314	34,460	90,823	1,056
736840	Maypearl	0.0057	218	532	779	1,459	35	154	66	690	1,820	21
736623	Britton	0.0027	103	252	368	691	17	73	31	327	862	13
736884	Midlothian: First	0.0609	2,334	5,688	8,310	15,592	376	1,649	709	7,376	19,442	226
736920	Ovilla	0.0357	1,368	3,334	4,872	9,140	220	967	416	4,324	11,397	133
736942	Palmer: First	0.0171	655	1,597	2,333	4,378	106	463	199	2,071	5,459	63
985402	Pelham: Wesley Chapel	0.0004	15	37	55	102	2	11	5	48	128	1
985468	Brushie Prairie: St. Delight	0.0004	15	37	55	102	2	11	5	48	128	1
730741	Milford: New Beginnings	0.0010	38	93	136	256	6	27	12	121	319	4
736964	Red Oak	0.0343	1,315	3,203	4,681	8,782	212	929	400	4,155	10,950	127
736793	Sardis	0.0063	241	588	860	1,613	39	171	73	763	2,011	23
736986	Venus	0.0041	157	383	559	1,050	25	111	48	497	1,309	15
731984	Watt's Chapel	0.0039	149	364	532	999	24	106	45	472	1,245	14
736587	WAXAHACHIE: Bethel	0.0068	261	635	928	1,741	42	184	79	824	2,171	25
737002	Ferris Heights	0.0186	713	1,737	2,538	4,762	115	504	217	2,253	5,938	69
737024	First	0.1042	3,994	9,732	14,219	26,678	643	2,821	1,214	12,621	33,265	387
TOTAL		1.0000	38,327	93,395	136,458	256,030	6,173	27,075	11,649	121,124	319,238	3,712

# 2010 APPORTIONMENTS

## CONFERENCE APPORTIONMENTS

WAXAHACHIE DISTRICT		Ministerial Education	Black Colleges	Africa University	Mount Sequoyah	Lydia Patterson	SMU Campus Ministry	Texas Methodist College Assn.	Wesley Foundations	Glen Lake Camp Improvements	SUBTOTAL Conference Apportionment
CHURCH #	CHURCH NAME	11	12	13	14	15	16	17	18	19	
731585	Alvarado: First	1,770	706	158	52	227	28	402	1,258	181	42,372
736565	Bardwell	129	51	11	4	16	2	29	92	13	3,084
736758	'Ennis: Trinity	95	38	9	3	12	2	22	68	10	2,284
732501	Blooming Grove	453	181	40	13	58	7	103	322	46	10,849
732512	Dresden	57	23	5	2	7	1	13	41	6	1,370
731723	Cahill	277	110	25	8	35	4	63	197	28	6,625
732603	CORSICANA: First	3,401	1,357	304	99	436	54	772	2,418	348	81,429
985424	St. Andrew	124	49	11	4	16	2	28	88	13	2,970
732580	St. Luke	501	200	45	15	64	8	114	356	51	11,992
732567	Central	176	70	16	5	23	3	40	125	18	4,225
732625	Wesley	339	135	30	10	43	5	77	241	35	8,109
732523	Chatfield	148	59	13	4	19	2	34	105	15	3,541
732647	Dawson	363	145	32	11	46	6	82	258	37	8,679
732988	Tehuacana	296	118	26	9	38	5	67	210	30	7,080
732682	Emhouse	124	49	11	4	16	2	28	88	13	2,970
732944	Richland	91	36	8	3	12	1	21	64	9	2,170
985663	ENNIS: Alliance of Faith	105	42	9	3	13	2	24	75	11	2,512
736667	First	2,323	927	207	68	297	37	527	1,650	237	55,617
732705	Eureka	239	95	21	7	31	4	54	169	24	5,710
732421	Barry	114	46	10	3	15	2	26	81	12	2,740
736680	Ferris: First	730	291	65	21	93	12	166	519	75	17,472
736601	Bristol	105	42	9	3	13	2	24	75	11	2,512
732727	Frost	286	114	26	8	37	5	65	203	29	6,852
731962	Grandview First	844	337	75	25	108	14	192	600	86	20,214
736725	HILLSBORO: First	1,607	641	144	47	206	26	365	1,143	164	38,486
736747	Line Street	477	190	43	14	61	8	108	339	49	11,420
731825	Covington	224	89	20	7	29	4	51	159	23	5,368
736782	Italy: First	301	120	27	9	38	5	68	214	31	7,195
736805	Itasca	324	129	29	8	42	5	74	231	33	7,765
731665	Blum	67	27	6	1	9	1	15	47	7	1,599
732784	Kerens: First	439	175	39	13	56	7	100	312	45	10,506
733015	Pleasant Grove	205	82	18	6	26	3	47	146	21	4,912
732716	Lakeside	887	354	79	26	114	14	201	631	91	21,243
733254	MANSFIELD: Community of Hope	2,099	837	187	61	269	34	477	1,492	214	50,250
733642	First	13,571	5,414	1,212	395	1,738	217	3,081	9,647	1,385	324,914
736840	Maypearl	272	110	24	8	35	4	62	193	28	6,510
736623	Britton	129	51	11	4	16	2	29	92	13	3,084
736884	Midlothian: First	2,905	1,159	259	85	372	45	660	2,065	297	69,549
736920	Ovilla	1,703	679	152	50	218	27	387	1,211	174	40,772
736942	Palmer: First	816	325	73	24	104	13	185	580	83	19,527
985402	Pelham: Wesley Chapel	18	8	2	1	2	1	4	14	2	456
985468	Brushie Prairie: St. Delight	18	8	2	1	2	1	4	14	2	456
730741	Milford: New Beginnings	48	19	4	1	6	1	11	34	5	1,141
736964	Red Oak	1,636	653	146	48	210	26	371	1,163	167	39,174
736793	Sardis	301	120	27	9	38	5	68	214	31	7,195
736986	Venus	196	78	17	6	26	3	44	139	20	4,683
731984	Watt's Chapel	186	74	20	5	24	3	42	132	19	4,455
736587	WAXAHACHIE: Bethel	324	129	29	9	42	5	74	231	33	7,766
737002	Ferris Heights	887	354	79	26	114	14	201	631	91	21,243
737024	First	4,970	1,983	444	144	636	80	1,128	3,533	508	119,000
<b>TOTAL</b>		<b>47,700</b>	<b>19,029</b>	<b>4,259</b>	<b>1,392</b>	<b>6,108</b>	<b>764</b>	<b>10,830</b>	<b>33,910</b>	<b>4,874</b>	<b>1,142,047</b>

# 2010 APPORTIONMENTS

WAXAHACHIE DISTRICT		DISTRICT APPORTIONMENTS		TOTAL Apportionments Conference AND District
		UCF Navarro and Hill	District Work Fund	
CHURCH #	CHURCH NAME	20	21	
731585	Alvarado: First	1,362	3,941	47,675
736565	Bardwell	99	287	3,470
736758	Ennis: Trinity	73	213	2,570
732501	Blooming Grove	349	1,010	12,208
732512	Dresden	44	128	1,542
731723	Cahill	213	615	7,453
732603	CORSICANA: First	2,617	7,576	91,622
985424	St. Andrew	95	276	3,341
732580	St. Luke	385	1,116	13,493
732567	Central	136	394	4,755
732625	Wesley	261	754	9,124
732523	Chatfield	114	329	3,984
732647	Dawson	279	808	9,766
732988	Tehuacana	228	659	7,967
732682	Emhouse	95	276	3,341
732944	Richland	70	202	2,442
985663	ENNIS: Alliance of Faith	81	234	2,827
736667	First	1,787	5,177	62,581
732705	Eureka	184	531	6,425
732421	Barry	88	256	3,084
736680	Ferris: First	562	1,627	19,661
736601	Bristol	81	234	2,827
732727	Frost	220	638	7,710
731962	Grandview First	650	1,881	22,745
736725	HILLSBORO: First	1,237	3,582	43,305
736747	Line Street	367	1,063	12,850
731825	Covington	172	500	6,040
736782	Italy: First	231	670	8,096
736805	Itasca	250	723	8,738
731665	Blum	51	149	1,799
732784	Kerens: First	338	978	11,822
733015	Pleasant Grove	158	456	5,526
732716	Lakeside	683	1,976	23,902
733254	MANSFIELD: Community of Hope	1,615	4,676	56,541
733642	First	10,441	30,233	365,588
736840	Maypearl	209	606	7,325
736623	Britton	99	287	3,470
736884	Midlothian: First	2,235	6,474	78,258
736920	Ovilla	1,310	3,794	45,876
736942	Palmer: First	628	1,817	21,972
985402	Pelham: Wesley Chapel	13	43	512
985468	Brushie Prairie: St. Delight	15	43	514
730741	Milford: New Beginnings	37	107	1,285
736964	Red Oak	1,257	3,645	44,076
736793	Sardis	231	670	8,096
736986	Venus	150	436	5,269
731984	Watt's Chapel	143	414	5,012
736587	WAXAHACHIE: Bethel	250	723	8,739
737002	Ferris Heights	683	1,978	23,904
737024	First	3,824	11,076	133,900
TOTAL		36,700	106,281	1,285,028

CONFERENCE FAIR SHARE ASKINGS			
Aldersgate Enrichment Center	Justice for Our Neighbors	Global Aids	United Centers
418	473	758	911
201	153	329	201
15	11	24	15
11	8	18	11
51	39	84	51
6	5	11	6
31	24	51	31
386	293	632	386
14	11	23	14
57	43	93	57
20	15	33	20
38	29	63	38
17	13	27	17
41	31	67	41
34	26	55	34
14	11	23	14
10	8	17	10
12	9	20	12
264	200	432	264
27	21	44	27
13	10	21	13
83	63	136	83
12	9	20	12
32	25	53	32
96	73	157	96
182	139	299	182
54	41	89	54
25	19	42	25
34	26	56	34
37	28	60	37
8	6	12	8
50	38	82	50
23	18	38	23
101	77	165	101
238	181	390	238
1,542	1,168	2,522	1,542
31	23	51	31
15	11	24	15
330	251	540	330
193	147	317	193
93	70	152	93
2	2	4	2
2	2	4	2
5	4	9	5
186	141	304	186
34	26	56	34
22	17	36	22
21	16	35	21
37	28	60	37
101	77	165	101
564	429	924	564
5,415	4,115	8,869	5,415

**PREMIUMS – HEALTHFLEX MEDICAL BENEFITS PLAN**

*Please note: Our Group Health Insurance program for clergy became a mandatory program effective January 1, 2005 administered according to the HealthFlex rules for mandatory conference programs.*

**MONTHLY PREMIUMS EFFECTIVE:**

**JANUARY 1, 2010**

**ACTIVE CLERGY** – Including Deacons.

*(Part-time Local Pastors, Elders serving less than 1/2 time, those appointed to Extension Ministries and Ministers of Other Denominations are not eligible to participate.)*

	<u>PPO</u>	<u>EPO</u>
(This is the amount billed for clergy – it is 50% of Full Premium*)		
FAMILY COVERAGE	\$958.00	\$820.00
SINGLE COVERAGE	\$371.00	\$297.00

\*50% of FULL premium for clergy is paid through apportionments.

**Pastor receiving Equitable Compensation:**

	<u>PPO</u>	<u>EPO</u>
FAMILY COVERAGE	\$766.00	\$656.00
SINGLE COVERAGE	\$297.00	\$238.00

**LAY EMPLOYEES, DIACONAL, SPECIAL APPOINTMENT**

*(Leave of Absence, Continuation, etc.)*

	(Full Premium)	
	<u>PPO</u>	<u>EPO</u>
FAMILY COVERAGE	\$1,916.00	\$1,640.00
SINGLE COVERAGE	\$ 742.00	\$ 594.00

Retired clergy not eligible for Medicare, spouses of retired clergy and surviving spouses not eligible for Medicare (<65 yrs. of age), pay a slightly discounted rate.

**MEDICARE COMPANION PLAN**

(Full Premium)

\$402.00 per participant.

(Amount billed will vary in accordance to the amount of Conference subsidy received.)

Contact Shawn-Marie Riley at the Conference Office with specific questions.

Harvey L. Ozmer, Director · David S. Stinson, Assistant Treasurer  
 Bette McDowell, Pensions Administrator · Shawn-Marie Riley, Health Benefits/Cafeteria Plan Administrator  
 Tracy Dean, Information Technology Director · Lisa McCutcheon, Executive Assistant  
 Catherine Simpson, Administrative Assistant · Melissa Hernandez, Receptionist  
 464 Bailey Avenue, Fort Worth, Texas 76107-2153 · 817-877-5222 · 1-800-460-8622 · FAX 817-338-4541  
 WEB: www.ctcumc.org

# CENTRAL TEXAS CONFERENCE

## PENSION PLAN

2010 Denominational Average Compensation (DAC) = \$60,341

### CLERGY RETIREMENT SECURITY PROGRAM (CRSP)

On January 1, 2007, the Clergy Retirement Security Program (CRSP) became effective as the new Pension program for all eligible United Methodist Clergy. CRSP offers a two component benefit design:

a) Defined Benefit – promises a specific dollar amount at retirement regardless of market conditions or investment performance. The amount is based on a formula that specifies a monthly retirement benefit to eligible clergy for the remainder of their lives.

b) Core Defined Contribution – promises a defined amount that is deposited into an active clergyperson's account with monthly deposits. This benefit distributed at retirement is the accumulated amount plus earnings (losses) in the individual's account.

The cost of participation in C.R.S.P. will continue to be direct billed to the local church for the two core components (Defined Benefit and Defined Contribution).

a) Defined Benefit – 15% increase in the amount billed in 2009, plus

b) Defined Contribution – 3% of participant's Total Plan Compensation

Call Harvey Ozmer or Bette McDowell in the Conference office (817-877-5222 or 800-460-8622 for more information.

Plan Compensation is calculated in the following manner:

- Pastor Lives in a Parsonage – Take the amount from line D on the Pastor's Support and Compensation Form (PSCF) and multiply it by .25 (25%). Add this amount to the line D amount. This total figure represents plan compensation.
- Pastor Receives Housing Allowance – Take the amount from line D on the Pastor's Support and Compensation Form (PSCF). Add this and the Housing Allowance together. (The Housing Allowance is found at the bottom of the form below the bold line. *Note: This is NOT part of item D.2.*) This total figure represents plan compensation.

*For any questions regarding eligibility requirements please contact the Conference Pensions Office at 817-877-5222.*

### UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP)

Voluntary amount set by the pastor. The contributions can be after-tax or pre-tax (exempt from federal withholding, but not social security & Medicare taxes). It can be as little as zero dollars, up to the figure at which the Internal Revenue Service will penalize the pastor. This maximum amount can be determined by calling Bette McDowell at the Conference Office for more information (having your PSCF with you at the time of the call will expedite information).

***There are no longer mandatory contributions that must be made personally by the pastor.***

### COMPREHENSIVE PROTECTION PLAN (CPP)

3% of Plan Compensation up to twice the DAC – Paid by Conference

BENEFITS: Death and Disability

ELIGIBILITY REQUIREMENTS: Full Member, Probationary Member, Full Time Local Pastor

**Important** – Following are eligibility requirements to determine if a pastor qualifies for CPP:

- Pastor Lives in a Parsonage – The minimum total of line D on the PSCF should be \$28,964.
- Pastor Receives Housing Allowance – The minimum total of line D plus Housing Allowance on the PSCF should be \$36,205.

## **Conference Travel Reimbursement Policy**

The accountable mileage reimbursement for Conference staff shall be the current IRS rate (55.0 cents per mile effective January 1, 2009). All others shall be reimbursed at 25 cents per mile for one to six persons in a car, and 35 cents per mile when seven or more members ride in the same vehicle for necessary travel on conference business. Due to the fluctuation of gasoline prices, the CFA is authorized to change the mileage rate between sessions of the Annual Conference if deemed necessary. (Local churches are permitted to set their mileage reimbursement at any amount; however, a reimbursement amount that exceeds the IRS rate becomes taxable income to the recipient.)

### **Audit Guidelines**

To obtain the audit guide on the GCFA website, go to [www.gcfa.org](http://www.gcfa.org) and under the "Forms/Reports" tab, click on "Resources" and then "Local Church". Click on "**Local Church Audit Guide**".

You will need Adobe Acrobat Reader (available free from this site) to download and print this guide. It is 36 pages in length.