

WORKERS
COMPENSATION

**Western PA Annual Conference of the UMC
2010 Workers' Compensation Worksheet**

Church: _____

Pastor: _____

Church ID: _____

(as listed in the Conference Journal)

Line Number	Item Description	Estimated Current Year Payroll
CLERGY SALARIES:		
1a	Pastor	
1b	Associate	
1c	Associate	
1d	Associate	
1e	Associate	
1f	Associate	
Line 1 Sum	Total Clergy Salaries	
Line 2	Rental Value of Parsonage (\$3,600 for each clergy member provided a parsonage. If a pastor serves more than one church divide \$3,600 equally)	
OTHER SALARIES:		
3a	Youth Directors	
3b	Custodians	
3c	Music Directors/Organists	
3d	Choir Directors	
3e	Financial Secretary	
3f	Treasurer	
3g	Business Manager	
3h	Church Secretaries	
3i	Day Care Center	
3j	All Other	
Line 3 Sum	Total Other Salaries	
4	Total Regular Salaries (Sum Lines 1, 2 and 3)	
5	Volunteer Salaries (Mandatory 10% of Regular Salaries)	
6	GRAND TOTAL SALARIES (Sum Lines 4 and 5)	
7	PREMIUM RATE	0.1
8	PREMIUM DUE FOR CURRENT YEAR (Line 6 TIMES Line 7)	
9	ASSESSMENT - SHORT TERM INCAPACITY FUND (See 2009 Conference Journal - RS404, Page 300)	\$25.00
10	TOTAL PAYMENT DUE (Sum Line 8 and 9)	

PAYMENT PROCEDURE

Send a check payable to WPAUMC for the aTotal Amount Due (Line 10) to: Western PA Annual Conference, c/o Treasurers Office, P.O. BOX 6002, Cranberry Twp., PA 16066-0002

Prepared by: _____

Check Number: _____

Phone: _____

Email: _____

RS 404 FUNDING FOR MINISTRY FOR 2010
Local Church Short Term Incapacity Support Funding
(Adopted 06/13/2009)

WHEREAS, our clergy members provide spiritual guidance for members of local churches and also shepherd the mission and ministry of the local church.

WHEREAS, currently the local church is called upon to pay the pastor during a short term incapacity.

WHEREAS, the cost of paying a pastor and providing payment to a supply pastor during the short term incapacity period can be prohibitive. This may place an undue burden and financial hardship upon affected congregations.

WHEREAS, the 2008 meeting of the Western PA Conference commissioned a study of this problem and directed that the Conference Council on Finance & Administration include this report in its recommendations for funding ministry in 2010 to the 2009 meeting of the Western PA Conference.

THEREFORE BE IT RESOLVED, that beginning January 1, 2010 The Western PA Conference establish a Short Term Incapacity Fund to benefit and assist churches whose pastors experience short term disability situations. The fund will be monitored and administrated by the Conference Treasurer's Office in accordance with provisions of this resolution and policies of the Conference Council on Finance & Administration.

THEREFORE BE IT FURTHER RESOLVED, that the Short Term Incapacity Fund be initially funded in the following manner. Beginning in 2010 each local church will be assessed a fee of \$25 as part of their Worker's Compensation billing. In addition, beginning in January 2010, each pastor in the annual conference will be asked to contribute a one-time offering of \$25 for the establishment of this fund. Subsequent funding shall be provided for through assessment as part of the Worker's Compensation billing as presented by the Conference Council on Finance & Administration and adopted by the Western PA Conference as part of its plan for funding for ministry.

BE IT FURTHER RESOLVED, that disbursements from this fund shall be in accordance to the plan of ministry developed by the local church or charge and district superintendent in accordance with ¶¶ 421.1 and 421.3 of the 2008 *Book of Discipline*. The plan of ministry shall be reviewed by the cabinet and if necessary modified. The plan of ministry must include continued payment of salary, pension, hospitalization, retirement, and housing for the clergy person placed on short term disability by the local charge. No plan of ministry shall include payments from the Short Term Incapacity Fund for more than 18 months.

BE IT FURTHER RESOLVED, that prior to any disbursements from the Short Term Incapacity Fund all review provisions of ¶ 357 of the 2008 *Book of Discipline* must be completed and placed in the supervisory and personnel files.

BE IT FURTHER RESOLVED, that the conference treasurer shall make disbursements from this account to the local church or charge treasurer as designated in the plan of ministry.

BE IT FURTHER RESOLVED, that the conference treasurer may not disburse funds from the Short Term Incapacity Fund if the balance of the fund is depleted.

Council on Finance & Administration, Howard F. Burrell, Chair
Conference Connectional Network, Greg Cox, Chair