

2026 CAL-PAC PRELIMINARY REPORT

1 *Retiree Health Reimbursement Account: \$900,000* - About half of our retired clergy, spouses and surviving
 2 spouses obtain their health insurance through a private Medicare exchange called Via Benefits. Those
 3 who participate in this program receive reimbursement for all or part of their health insurance related
 4 expenses from a Health Reimbursement Account (HRA), the funds for which are provided by the
 5 Conference. For retirees under age 85, a target HRA is established, and each participant receives a
 6 portion of the targeted amount based on the pastor's years of service. The target HRA of \$2600 has
 7 remained at that level for 2023 - 2026. For retirees age 85 or over, the HRA is calculated according to
 8 conference health plan rules at an amount equal to 120% of the target HRA. Retired clergy who do not
 9 participate in the Conference plan receive their health insurance from other sources, such as a plan
 10 through their spouse, and are not eligible to the HRA. Until 2021, the Board had relied in large part on
 11 apportionments to fund the HRA for the retirees. In late 2019, the Board received word that the Cal-
 12 Pac's share of the corpus of the Lynch Fund would be sent to the Conference Endowment Fund, in
 13 keeping with the terms of the Lynch Fund Trust, as the last remaining Lynch relative in 2019 passed
 14 away in 2019. This fund is to be used exclusively for the benefit of retired clergy, spouses and surviving
 15 spouses, and has enabled the Board to completely eliminate its reliance on the apportionments for the
 16 funding of the retiree HRA. The funding for this program will come entirely from reserves, namely the
 17 Conference Endowment Fund. This fund is held in two locations: the United Methodist Foundation
 18 and Wespath Benefits and Investments. Funds to cover the monthly HRA reimbursement requests, as
 19 well as the expense of the non-Medicare eligible retiree healthcare subsidy and the annual cost of the
 20 post-retirement medical valuation, are deducted from the Conference Endowment Fund, divided
 21 between both locations.

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 23 *Retiree Financial Aid, and Personify Health Well-Being Program: \$30,000* - Funds are available for
 24 financial assistance and are earmarked for retired clergy and spouses. Most of the funds are held at
 25 Wespath and are accessed and disbursed in the form of grants upon approval of an application. Separate
 26 from this, but also funded through reserves, is the Personify Health well-being program which provides
 27 Conference-funded incentives for active and retired clergy and spouses, as well as Conference lay staff.

REC 26-10 | EQUITABLE COMPENSATION MINIMUM SALARY SCHEDULES

2027 Minimum Salary Schedule FM
 (Full Members – Elders & Deacons)
 Using MCS rules from the 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	76%	56,757	11	86%	64,225	21	96%	71,693
2	77%	57,504	12	87%	64,972	22	97%	72,440
3	78%	58,250	13	88%	65,718	23	98%	73,186
4	79%	58,997	14	89%	66,465	24	99%	73,933
5	80%	59,744	15	90%	67,212	25	100%	74,680
6	81%	60,491	16	91%	67,959	26	101%	75,427
7	82%	61,238	17	92%	68,706	27	102%	76,174
8	83%	61,984	18	93%	69,452	28	103%	76,920

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9	84%	62,731	19	94%	70,199	29	104%	77,667
10	85%	63,478	20	95%	70,946	30	105%	78,414

2027 Minimum Salary Schedule PLA
(Probationary Members, Local Pastors, Associates)
Using MCS rules from 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	66%	49,289	11	76%	56,757	21	86%	64,225
2	67%	50,036	12	77%	57,504	22	87%	64,972
3	68%	50,782	13	78%	58,250	23	88%	65,718
4	69%	51,529	14	79%	58,997	24	89%	66,465
5	70%	52,276	15	80%	59,744	25	90%	67,212
6	71%	53,023	16	81%	60,491	26	91%	67,959
7	72%	53,770	17	82%	61,238	27	92%	68,706
8	73%	54,516	18	83%	61,984	28	93%	69,452
9	74%	55,263	19	84%	62,731	29	94%	70,199
10	75%	56,010	20	85%	63,478	30	95%	70,946

Note: The MCS used to create the above salary tables is the “Adjusted” MCS (MCS-A) and reflects a 1% reduction of the true calculated MCS (MCS-C) due to the annual increase for years of service that is built into the salary tables.

2026 MCS- C Calculated = \$ 75,434
2026 MCS-A Adjusted = \$ 74,680

1 2026 Median Housing Allowance = \$36,324