

## 2025 Clergy Compensation W2 Calculation

<u>Compensation included</u>	<u>Amount</u>	<u>Report on W2</u>
1. Base salary paid (excludes Acct'ble reimbursement)	48,000.00	
2. Cash allowances		
a. Travel allowance	-	
b. Housing allowance	15,000.00	
c. Utilities allowance (excluding heat)	-	
d. Other cash allowances	-	
3. Moving expenses paid or reimb by church	2,350.00	
4. Group Term Life Insurance (see age chart below)	129.00	Box 12 Code C
	<u>65,479.00</u>	
<b>Exclusions</b>		
1. Housing Exclusion approved Charge Conf	20,000.00	Box 14
2. <u>Employee contributions</u> deducted from pay for		
a. Medical, dental, vision plan	3,240.00	
b. Health Savings Account (HSA)	-	Box 12 Code W
c. Flexible Spending Account (FSA)	-	
d. Dependent Child Care	1,200.00	Box 10
e. Personal pension payments (Pre-tax only)	900.00	Box 12 Code E
	<u>25,340.00</u>	
<b>Compensation total less Exclusions</b>	<u>40,139.00</u>	Box 1 and 16

## 2025 Virginia Conference Clergy Group Term Life Insurance Premiums

All active clergy in the Virginia Conference who are enrolled in the Comprehensive Protection Plan (CPP) through VUMPI have group term life insurance for 2025 in the amount of \$75,000. This was comprised of benefits through CPP and a supplemental benefit through the Virginia Conference. The IRS excludes the first \$50,000 of employer-provided life insurance coverage from taxation, however the coverage exceeding that amount must be reported as income on the employees W2. **Accordingly, all clergy enrolled in CPP in 2025 have \$25,000 in group term life insurance coverage that must be reported as income for the 2025 tax year.** The below table from IRS Publication 15-B provides the cost of the coverage. Clergy age, for purposes of determining the calculated cost of coverage, is the clergy's age as of December 31, 2025.

<u>Age as of 12/31/2025</u>	<u>Clergy's Equivalent Cost / \$1,000 per mth</u>	<u>Sample calculation for 57 yr old</u>
Under 25	0.05	Excess insurance per \$1,000 25
25 thru 29	0.06	times the rate based on age 0.43
30 thru 34	0.08	times the # of months worked 12
35 thru 39	0.09	Equals Total on W2 \$ 129
40 thru 44	0.10	(Box 12 code C)
45 thru 49	0.15	
50 thru 54	0.23	
55 thru 59	0.43	
60 thru 64	0.66	
65 thru 69	1.27	
70 and above	2.06	

# SAMPLE W2

		<b>a</b> Employee's social security number 000-00-0000		OMB No. 1545-0008 <b>Safe, accurate, FAST! Use</b>		Visit the IRS website at <a href="http://www.irs.gov/efile">www.irs.gov/efile</a>	
<b>b</b> Employer identification number (EIN) 00-0000000				<b>1</b> Wages, tips, other compensation 40,139.00		<b>2</b> Federal income tax withheld	
<b>c</b> Employer's name, address, and ZIP code  First UMC 100 Wesley Blvd. Anytown, VA 12345				<b>3</b> Social security wages		<b>4</b> Social security tax withheld	
				<b>5</b> Medicare wages and tips		<b>6</b> Medicare tax withheld	
				<b>7</b> Social security tips		<b>8</b> Allocated tips	
<b>d</b> Control number				<b>9</b>		<b>10</b> Dependent care benefits 1,200.00	
<b>e</b> Employee's first name and initial      Last name      Suff.  John W. Asbury 1900 Church Street Anytown, VA 12345				<b>11</b> Nonqualified plans		<b>12a</b> See instructions for box 12 C      129.00	
				<b>13</b> Statutory employee      Retirement plan      Third-party sick pay <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>		<b>12b</b> E      900.00	
				<b>14</b> Other 20,000 Housing Exclusion		<b>12c</b>	
						<b>12d</b>	
<b>f</b> Employee's address and ZIP code							
<b>15</b> State      Employer's state ID number VA      00-0000000		<b>16</b> State wages, tips, etc. 40,139.00		<b>17</b> State income tax		<b>18</b> Local wages, tips, etc.	
						<b>19</b> Local income tax <b>20</b> Locality name	

Form **W-2** Wage and Tax Statement 2025

Department of the Treasury—Internal Revenue Service

**Copy B—To Be Filed With Employee's FEDERAL Tax Return.**  
This information is being furnished to the Internal Revenue Service.

## Sample W-2

- | <u>Box</u> | <u>Description</u>   |
|------------|--|
| 1          | Report Pastor Compensation as calculated on other side   |
| 2          | Local Church is not required to do any Federal Income Tax Withholding for Pastors  |
| 3-9        | Leave Blank  |
| 10         | Report Dependent Childcare payments withheld as part of Conference Medical Plan  |
| 12         | Code C - Premium on Group Term Life Insurance<br>Code E - Personal pension payments (Pre-tax only)<br>Code BB - Personal contributions to Roth IRA |
| 13         | Mark an X in Retirement Plan for All Active Clergy   |
| 14         | Report the amount of Housing Exclusion, not Housing Allowance paid   |
| 15         | Enter "VA" and Employer's State ID Code  |
| 16         | Enter the same amount as Box 1   |
| 17         | Local Church is not required to do any State Income Tax Withholding for Pastors  |
| 18-20      | Leave Blank  |