GLOBAL METHODIST CHURCH
NORTH GEORGIA

2027 - Pastoral 403b Contribution Calculation Form

Effective January 1, 2027

Name of Pastor: _____

Choose EITHER "With Parsonage" OR "Without Parsonage"

Numbers are expressed in ANNUAL terms.

	With Parsonage	Without Parsonage	Notes
1) Pastor Compensation	$	$	
2) Parsonage/Utilities Calculation	$	N/A	*25% of Box 1*
3) Housing Allowance	N/A	$	
***4)* Total Compensation (for 403b purposes)**	$	$	*Add Boxes 1, 2 & 3*
5) Pastor 403b Contribution	$	$	** see IRS note below*
6) Church 403b Contribution	$	$	*5% of Box 4*
7) Church Match Contribution	$	$	*Up to 5% of Box 5* *not more than Box 6*
8) Total Church Contribution	$	$	*Add Boxes 6 & 7*
***9)* Total 403b Contribution**	$	$	*Add Boxes 5 & 8*

* IRS Max. for 2026 is $24,500 (+$8,000 if over age 50) (IRS.gov)

If you have questions in calculating the contribution amount, please email info@ngagmc.org.

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2027 - Pastoral 403b Contribution Calculation Form Directions

1) Pastor's Compensation is defined as base salary prior to any reductions, deductions, or exclusions. Put the pastor's salary in this box.

2) Parsonage Calculation - If the pastor is housed in a church-provided parsonage, put 25% of the number in Box 1 as the parsonage allowance. If there are any additional flat dollar amounts paid to the pastor – such as a utilities allowance, educational allowance, etc. where the pastor does not submit a receipt but receives the allowance regardless of what was spent, those allowances should be added to parsonage calculation in Box 2. This is merely part of the formula and does not increase the pastor's salary.

3) Housing Allowance - If the pastor does NOT live in a parsonage but instead receives a housing allowance that is paid in addition to his/her salary, put the amount given in this Box 3.

4) Total Compensation - Add the above boxes to formulate the total compensation that should be considered in 403b contribution.

5) Pastor 403b Contribution - The Annual Conference encourages pastors to contribute 5% of their compensation for a personal contribution to their retirement, but they can contribute anywhere from $0 to the IRS maximum. Enter a dollar amount from $0 to the maximum allowed by the IRS. Put the annual amount of the pastor's contribution to their 403b account in Box 5.

6) Church 403b Contribution – The church is required to make a 5% base contribution on the pastor's Total Compensation (found in Box 4). Calculate 5% of the Total Compensation amount and enter that figure in Box 6.

(multiply total compensation in Box 4 by .05 = Church Contribution in Box 6)

7) Church Match Contribution - The church is required to match employee contributions by up to 5% of the total compensation. Matching the amount found in Box 5 (up to 5% of the total compensation and enter into Box 7. (Box 7 should not be larger than the amount in Box 6).

8) Total Church Contribution - Add Box 6 and Box 7 and place the TOTAL in this box.

9) Total 403b Contribution - Add Box 5 and Box 8 and place the TOTAL in this box.

This form is not submitted to anyone and is now for internal church use only. Once your figures are calculated, submit your data on your church's EAP Guidestone On-Line Portal.