



Special Business Meeting

Wednesday, June 17, 2015

Submitted by: Church Clerk – Elise McElwain

- I. **Meeting called to order by Pastor Dustin Vorhis, whereby he and Pastor Tom Vorhis left the room.**
- II. **Presentation by Church Treasurer (Courtney Daniels)**
 - a. Obama Care is requiring changes to Pastoral medical insurance benefits
 - b. As of July 1st, we will no longer be able to continue medical insurance benefits for our pastors in the current method
 - c. Tom and Linda have a Medicare supplemental plan, reimbursed by church – they don't pay tax on reimbursements currently
 - d. If reimbursements continue, church will incur \$100 penalty per day
- III. **Church Treasurer Proposal**
 - a. Instead of reimbursement for medical insurance, make reimbursement money a part of their regular salary, which will require them to have to pay taxes on the increase.
 - b. Increase reimbursements by 25% to offset taxes – not looking to do a raise mid-year, just take care of our Pastors by offering them comparable reimbursement in a different way.
- IV. **Church Treasurer Proposal for Pastor Dustin's medical insurance – See Attachment**
- V. **Church Treasurer Proposal for Pastor Tom's Medical Insurance – See Attachment**
- VI. **Open for questions/comments**
 - a. Ron Butler comment – Proposal is much better than \$100 /day.
 - b. Courtney comment – Since pastors have been on spouses' insurance, this has saved the church a ton of money.
 - c. Delores Brooks question – Will the proposed plan alleviate all potential penalties for the Pastor's medical insurance? Treasurer answer – Yes, it should according to the church accountant.
- VII. **Request for Motion to accept above proposals by Chairman of Deacons (Alvie Sandlin)**
 - a. Motion by Ron Butler
 - b. 2nd by Fred Norris
 - c. Motion passed, all in favor

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Pastor Dustin Medical Insurance Proposal

Currently

\$309.90 Monthly cost of insurance
 x 12
 \$3,718.80 Annual amount we reimburse

Proposed as of July 1, 2015

\$309.90 Monthly insurance reimbursement transferred into salary
 x 25%
 \$77.48 Monthly increase to help cover taxes
 *This would be the new expense to the church

\$309.90
 \$77.48
 \$387.38 Monthly amount we would increase salary by

\$387.38
 x 12
 \$4,648.56 Annualized increase to salary

We are already giving him the \$309.90 each month. The new cost to the church is \$77.48 a month to offset taxes, which comes to \$929.76 a year.

\$49,500 Current Salary
 \$4,648.56 Reimbursement plus 25% increase
 \$54,149 Proposed new salary

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Pastor Tom Medical Insurance Proposal

Currently

\$398.20 Monthly cost of insurance
 x 12
 \$4,778.40 Annual amount we reimburse

Proposed as of July 1, 2015

\$398.20 Monthly insurance reimbursement transferred into salary
 x 25%
 \$99.55 Monthly increase to help cover taxes
 *This would be the new expense to the church

\$398.20
\$99.55
 \$497.75 Monthly amount we would increase salary by

\$497.75
 x 12
 \$5,973.00 Annualized increase to salary

We are already giving him the \$398.20 each month. The new cost to the church is \$99.55 a month to offset taxes, which comes to \$1,194.60 a year.

\$24,075 Current Salary
\$5,973.00 Reimbursement plus 25% increase
 \$30,048 Proposed new salary

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