

FLEXIBLE BENEFIT PLAN FOR UCC MINISTRIES

How the UCC FSA Allows Clergy and Lay Employees to Keep More of What They Earn

	Without the Medical FSA/ Dependent Care FSA	With the Medical FSA/ Dependent Care FSA
Annual Income	\$50,000	\$50,000
Eligible Medical Expenses Eligible	\$0	\$3,050
Dependent Care Expenses	\$0	\$5,000*
Taxable Income	\$50,000	\$41,950
Estimated Income Taxes**	\$6,308	\$4,814
Estimated FICA Taxes	\$3,825	\$3,209
After-Tax Expenses	\$8,050	\$0
Net Disposable Income	\$31,817	\$33,927
Savings Using the FSA		\$2,110

*The maximum allowable FSA election is determined by the IRS

**Based on 2023 Rates for Single Filers

To the extent not covered by the Medical and Dental Benefits Plan expenses that qualify for reimbursement may include:

- Plan deductibles
- Plan copayments
- Well-baby care
- Organized weight loss programs that are medically prescribed
- Vision care, including LASIK
- Hearing aids and related expenses
- Contact lenses
- Acupuncture
- Dental expenses
- Certain over-the-counter medications that are obtained with a physician's prescription
- Special home modifications if their purpose is a part of medical care
- Chiropractic services
- Body scanning
- Transportation to obtain medical care smoking cessation programs
- Braille books and magazines
- Certain non-standard or experimental medical procedures

Dependent care expenses that may qualify for reimbursement include:

- Child care centers that care for six or more children and meet the IRS definition
- Nursery schools
- Caregiver for a disabled spouse or dependent who lives with the employee
- Child care providers
- Certain household expenses related to a qualifying dependent's well-being
- Day camps