



Baltimore-Washington Conference

The United Methodist Church

**2020
AT-A-GLANCE
BENEFITS INFORMATION
FOR CLERGY
&
LOCAL CHURCH**

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BWC Schedule for Total MINIMUM Compensation Requirements

These requirements apply to all clergy under full-time appointment in the BWC, including those who are part of a clergy couple.

| Schedule for 2020 FULL-TIME total MINIMUM Clergy Support | | |
|---|---|---|
| Base Salary | Equitable Comp Base Salary ¹ (plus service increment as appropriate – see chart on conference website) | |
| Housing | Conference Standard or parsonage | |
| Pension | 18% of Compensation | |
| Health Care Premiums | Per conference contracts ² | |
| Professional Reimbursements | Conference Standard ³ | |
| Schedule for Clergy Support | | Minimum Attendance Targets ⁴ |
| Full-time minimum total (40-51 hours) | Full-time | 100 |
| ¾ Time appointment (30-35 hours) | ¾ Time | 75 |
| ½ Time appointment (20-25 hours) | ½ Time | 50 |
| ¼ Time appointment (10-15 hours) | ¼ Time | 30 |

| TOTAL CLERGY SUPPORT COMPUTATION - BASED ON A FULL-TIME APPOINTMENT | |
|--|--|
| <i>No pastor's salary can be decreased as a result of this chart, as long as they retain their current appointment</i> | |
| APPOINTMENT | MEDICAL AND PENSION MANDATORY FULL-TIME |
| Minimum Attendance Targets ⁴ | 100 |
| Base Salary | \$44,892.00 |
| Housing Allowance | \$20,263.00 |
| Pension | \$11,727.90 |
| Medical | \$10,320.00 |
| Reimbursement | \$4,100.00 |
| TOTAL CLERGY SUPPORT | \$91,302.90 |

- 1 Full-time salary minimum is based on the Equitable Compensation Commission's base salary plus service increments. A chart of the appropriate minimum salary for the current year can be found on the conference website.
- 2 See Eligibility Chart on the conference website.
- 3 See BWC Council on Finance and Administration/Equitable Compensation Criteria on the conference website
- 4 Worship attendance minimums are approximate. They must be weighed against the financial status of the congregation and whether the minimum number is able to meet the financial needs of the congregation. Note that there are congregations with 100 in attendance that cannot support a full-time package.

Other Considerations

- All full-time clergy appointed to a full-time charge shall be provided either a parsonage or a housing allowance
- When a parsonage is provided, Wespath Benefits and Investments requires that it be valued at 25% of base salary for pension benefit computation purposes.
- A pastor living in a parsonage may have a Housing Exclusion; a pastor living in his/her own home may take advantage of a Housing Exclusion in addition to a Housing Allowance. This can be accomplished by passing a resolution designating an amount greater than the housing allowance listed on the compensation package.

BALTIMORE-WASHINGTON CONFERENCE
EQUITABLE COMPENSATION COMMISSION
2020 Incremental Service Credits

| Conference Equitable Base | Year Received | Years Served | Increment Earned | Individual Equitable Base | TOTAL COMP (Equitable Comp + Housing Allowance) |
|---------------------------|---------------|--------------|------------------|---------------------------|---|
| \$44,892 | 2020 | 0 | \$0 | \$44,892 | \$65,155 |
| \$44,892 | 2019 | 1 | \$250 | \$45,142 | \$65,405 |
| \$44,892 | 2018 | 2 | \$500 | \$45,392 | \$65,655 |
| \$44,892 | 2017 | 3 | \$750 | \$45,642 | \$65,905 |
| \$44,892 | 2016 | 4 | \$1,000 | \$45,892 | \$66,155 |
| \$44,892 | 2015 | 5 | \$1,250 | \$46,142 | \$66,405 |
| \$44,892 | 2014 | 6 | \$1,500 | \$46,392 | \$66,655 |
| \$44,892 | 2013 | 7 | \$1,750 | \$46,642 | \$66,905 |
| \$44,892 | 2012 | 8 | \$2,000 | \$46,892 | \$67,155 |
| \$44,892 | 2011 | 9 | \$2,250 | \$47,142 | \$67,405 |
| \$44,892 | 2010 | 10 | \$2,500 | \$47,392 | \$67,655 |
| \$44,892 | 2009 | 11 | \$2,750 | \$47,642 | \$67,905 |
| \$44,892 | 2008 | 12 | \$3,000 | \$47,892 | \$68,155 |
| \$44,892 | 2007 | 13 | \$3,250 | \$48,142 | \$68,405 |
| \$44,892 | 2006 | 14 | \$3,500 | \$48,392 | \$68,655 |
| \$44,892 | 2005 | 15 | \$3,750 | \$48,642 | \$68,905 |

Credit for part-time service =

_____ (years of service) X _____ (percentage of fulltime, i.e., 25%, 50% or 75%)

Equitable compensation grants are given to support clergy salary and are not to be used for other expenses including housing allowance, reimbursement, or church expenses.

All housing allowances paid by the local church in excess of \$20,263 shall be considered as salary for the purpose of determining equitable compensation eligibility.

BWC Clergy Benefit Eligibility Chart –2020

| | | PENSION: CLERGY RETIREMENT SECURITY PLAN (CRSP) | COMPREHENSIVE PROTECTION PLAN (CPP) or UMLife Option (death & disability benefits) | PERSONAL INVESTMENT: UMPIP |
|--|--|---|---|---|
| | | CRSP-Defined Benefit (DB) = 12% of Plan Compensation limited by the DAC=\$72,648 for 2020 | DAC - Denominational Average Compensation | |
| CRSP-Defined Contribution (DC) =3% (2% + 1%) match of Plan Compensation to receive the match clergy must participate in UMPIP | | | | |
| CLERGY STATUS ~ FULL MEMBER, PROVISIONAL MEMBER, ASSOCIATE MEMBER, MEMBER OF ANOTHER METHODIST DENOMINATION | | | | |
| FULL/PROVISIONAL, & ASSOCIATE | CRSP | | CPP/UMLifeOptions | UMPIP |
| Full Time (MEDICAL REQUIRED) 3/4 time (MEDICAL REQUIRED) <i>Medical optional for Deacons</i> | REQUIRED | DB=12% of Plan Compensation - limited by the DAC \$72,648 DC=3% of Plan Compensation | CPP REQUIRED | OPTIONAL - Conference strongly encouraged 1% of clergy plan compensation to receive the match |
| 1/2 time (MEDICAL – NO) | REQUIRED | DB=12% of Plan Compensation - limited by the DAC \$72,648 DC=3% of Plan Compensation | UMLifeOptions (new starting 2017) REQUIRED | |
| 1/4 time (MEDICAL – NO) | NOT ELIGIBLE | | UMLifeOptions (new starting 2017) REQUIRED | OPTIONAL |
| LOCAL PASTORS & MEMBERS OF OTHER NON-METHODIST DENOMINATION | | | | |
| LOCAL PASTORS and a MEMBER OF A NON- METHODIST | CRSP | | CPP/UMLifeOptions | UMPIP |
| Full Time (MEDICAL REQUIRED) | REQUIRED | DB=12% of Plan Compensation - limited by the DAC \$72,648 DC=3% of Plan Compensation | CPP REQUIRED | OPTIONAL - Conference strongly encouraged 1% of clergy plan compensation to receive the match |
| 3/4 time (MEDICAL REQUIRED) | OPTIONAL - waiver form must be completed | DB=12% of Plan Compensation - limited by the DAC \$72,648 DC=3% of Plan Compensation | NOT ELIGIBLE | |
| 1/2 time (MEDICAL – NO) | OPTIONAL - waiver form must be completed | DB=12% of Plan Compensation - limited by the DAC \$72,648 DC=3% of Plan Compensation | NOT ELIGIBLE | |
| 1/4 time (MEDICAL – NO) | NOT ELIGIBLE | N/A | NOT ELIGIBLE | OPTIONAL |

| BENEFITS ARRANGEMENT FOR LEAVE STATUS | | | | |
|---|--------------------------------|--------------------------------|-------------------------------------|----------------------------------|
| CLERGY STATUS | PENSION | CPP death & disability | MEDICAL | UMPIP |
| SABBATICAL LEAVE (Full Member & Associate Member only) | NOT ELIGIBLE | NOT ELIGIBLE | Optional - 1 year | NOT ELIGIBLE |
| ATTEND SCHOOL (Full Member & Associate Member only) | NOT ELIGIBLE | NOT ELIGIBLE | Optional - 1 year | NOT ELIGIBLE |
| MEDICAL LEAVE (Full Member, Provisional Member & Associate Member) | NOT ELIGIBLE | NOT ELIGIBLE | Optional - 1 year | NOT ELIGIBLE |
| MEDICAL LEAVE – if approved for CPP benefits | Eligible per CPP plan document | Eligible per CPP plan document | COVERED - based on Years of Service | Optional - per CPP plan document |
| VOLUNTARY LEAVE: PERSONAL & FAMILY (Full Member, Provisional Member & Associate Member) | NOT ELIGIBLE | NOT ELIGIBLE | Optional - 1 year | NOT ELIGIBLE |
| INVOLUNTARY LEAVE (Full Member, Provisional Member & Associate Member) | NOT ELIGIBLE | NOT ELIGIBLE | Optional - 1 year | NOT ELIGIBLE |
| TRANSITIONAL LEAVE (FM, PM, AM, FD, PD) | NOT ELIGIBLE | NOT ELIGIBLE | | |
| MILITARY LEAVE - BENEFITS THROUGH THE MILITARY - BWC BENEFITS WILL BE REINSTATED UPON RETURN | NOT ELIGIBLE | NOT ELIGIBLE | MILITARY BENEFITS | NOT ELIGIBLE |

OPTIONAL CATEGORY IN THIS SECTION IS THE RESPONSIBILITY OF THE PARTICIPANT - PAID ON A "SELF PAY" BASIS and PAID IN ADVANCE - see Benefits Office for more information

| OTHER APPOINTMENT | CRSP | CPP | UMPIP |
|---|---|--------------|--------------|
| DS HIRE, LAY HIRE, INTERIM APPOINTMENT – NOT ELIGIBLE FOR MEDICAL | NOT ELIGIBLE | NOT ELIGIBLE | NOT ELIGIBLE |
| EXTENSION MINISTRY | BENEFITS ARE ARRANGED THROUGH THE SALARY PAYING UNIT (EMPLOYER) | | |
| DIACONAL, CONSECRATED | BENEFITS ARE ARRANGED THROUGH THE LOCAL CHURCH | | |

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| MEDICAL – HEALTHFLEX EXCHANGE ELIGIBILITY | |
|--|--|
| Full Time & 3/4 Time | REQUIRED |
| 1/2 Time & 1/4 Time | NOT ELIGIBLE |
| DEACONS | Check with Benefits office |
| DS HIRE/LAY HIRE/INTERIM APPOINTMENT | NOT ELIGIBLE - check with Benefits office for other option |
| | |

HEALTHFLEX EXCHANGE (BWC Health Plan)

HealthFlex Exchange is the conference-sponsored health care program issued by United HealthCare in partnership with Wespath Benefits and Investments.

HealthFlex Exchange benefits include:

- **Medical Coverage (Six Plan Types: B1000/C2000 with HRA/C3000 with HRA/H1500 with HSA/H2000 with HSA/H3000)** provided by **United HealthCare PPO** (UHC ID Card).
- **Prescription Drug** coverage provided by **OptumRx** (information on the back of UHC ID card)
- **Optional Dental coverage (Three Dental Plans)** provided by **CIGNA: no ID card issue for CIGNA, Plan ID 2464058 - visit www.cignadental.com** for more information and to print your own ID card.
- **Optional Vision Coverage (Three Vision Plans)** provided by **VSP: no ID card issued – visit www.vsp.com** for more information.

Flexible Spending Account (Optional) payroll deduction

- Medical Reimbursement Account (MRA) allows you to set aside **\$300 to \$2,750** of your compensation annually on a pre-tax basis to be reimbursed for certain eligible medical expenses.
- Dependent Care Account (DCA) allows you to set aside **\$300 to \$5,000** of your compensation annually on a pre-tax basis to be reimbursed for certain eligible dependent day care expenses.

Health Savings Account (Optional) payroll deduction

- Health Saving Accounts are available to participants enrolled in the H1500, H2000 or H3000 plans. Maximum contribution for individual is **\$3,550** and for couples/family is **\$7,100**.

OTHER BENEFITS THROUGH HEALTHFLEX

HealthTeam (Wespath Representative)

The HealthTeam at Wespath advocates for you and can help you manage your HealthFlex benefits. The HealthTeam is your resource for Plan information. HealthTeam representatives are available at 1-800-851-2201, Monday through Friday from 8:00 a.m. to 6:00 p.m., Central time.

Wellness

- In addition to your medical benefit, you have access to lifestyle management programs, health coaching, disease management programs, Weight Watchers memberships at reduced rates and extensive information at WebMD and through the Nurseline. For more information, visit your HealthFlex/WebMD page.

Employee Assistance Program (EAP)

- The Employee Assistance Program (EAP) is provided through United Behavioral Health (UBH) for your use in dealing with such matters as work-life balance, substance abuse, stress management, family counseling, financial advice, legal assistance and other concerns. You can find more about

the EAP at the UBH site at www.liveandworkwell.com/member or by calling the toll-free number 1-866-881-6800.

Early Detection and Disease Prevention

- HealthQuotient™ health risk assessment - **must be completed annually to avoid a higher deductible**

www.wespath.org >HealthFlex/WebMD>”Complete your HQ by July 31”

- HealthFlex/WebMD Web site

www.wespath.org >HealthFlex/WebMD

- Health coaching **1-866-302-5742**
- MDLIVE Telemedicine **1-888-750-4991**
- Optum NurseLine **1-800-475-7923**
- Wellness Exam annually - ask your doctor to code exam under “wellness” or “preventive care”.
- Blueprint for Wellness health screening (provider is Quest Diagnostic) – **offered at Annual Conference or can be done at a Quest Diagnostic center (during a certain time period)**

Physical Vitality

- Virgin Pulse physical activity program

www.wespath.org >HealthFlex/WebMD>”join Virgin Pulse” or www.virginpulse.com

- Weight Watchers®

www.wespath.org >HealthFlex/WebMD>”My HealthFlex Benefits”>”Weight Watchers” or **1-866-204-2885**.

DIRECT BILLINGS

Participant Premiums

- Based on coverage type. Participant’s portion may be deducted from his/her salary and it is recommended that deductions be made on a pre-tax basis.

Church Premiums

- Churches are billed at a flat monthly fee

See Rate Sheet on page 11 for more information.

Comprehensive information, including your Plan Documents, is available on the **HealthFlex/WebMD website**. To reach your HealthFlex/WebMD homepage, start by going to the Wespath website (www.wespath.org) and click “**Health & Wellness Benefits.**” You will need to enter a username and password to reach the WebMD Personal Health Manager tool.

BALTIMORE-WASHINGTON CONFERENCE
2020 HEALTHFLEX EXCHANGE RATE SHEET FOR CLERGY

THESE ARE MEDICAL PLAN TYPE RATES ONLY. RATES DOES NOT INCLUDE DENTAL AND/OR VISION. SEE BELOW FOR DENTAL AND VISION RATES

| Health Account with Medical Plan Type DEDUCTIBLES Co-Pays and Co-Insurance Health Reimbursement Account (HRA) Health Savings Account (HSA) | MEDICAL PLAN TYPE | | | | | | |
|---|--|--|--|--|---|---|---|
| | BWC DEFAULT PLAN | B1000 \$1000/\$2000 (Co-Pays) | C2000 with HRA \$2000/\$4000 Co-Ins 80%/20% | C3000 with HRA \$3000/\$6000 Co-Ins 50%/50% | H1500 with HSA \$1500/\$3000 Co-Ins 80%/20% | H2000 with HSA \$2000/\$4000 Co-Ins 70%/30% | H3000 with HSA \$3000/\$6000 Co-Ins 40%/60% |
| FLEXIBLE SPENDING ACCOUNTS: <i>optional - payroll deduction</i> - Medical Reimbursement Account (MRA) - Dependent Care Account (DCA) HEALTH SAVINGS ACCOUNT (HSA) - <i>payroll deduction</i> | \$300 - \$2700 \$300 - \$5000 Not applicable | \$300 - \$2700 \$300 - \$5000 Not applicable | \$300 - \$2700 \$300 - \$5000 Not applicable | \$300 - \$2700 \$300 - \$5000 Not applicable | \$300 - \$2700 \$300 - \$5000 \$3,550/\$7,100 | \$300 - \$2700 \$300 - \$5000 \$3,550/\$7,100 | \$300 - \$2700 \$300 - \$5000 \$3,550/\$7,100 |
| TIER TYPE | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium |
| Clergy Participant Only | \$113.00 | \$83.00 | \$15.00 | \$81.00 | \$49.00 | \$11.00 | \$11.00 |
| Clergy Participant + 1 (1+1=2) | \$385.00 | \$330.00 | \$181.00 | \$317.00 | \$251.00 | \$59.00 | \$59.00 |
| Clergy Participant/Family (3 or more) | \$493.00 | \$466.00 | \$358.00 | \$453.00 | \$359.00 | \$90.00 | \$90.00 |
| GRANDFATHERED TIER TYPE prior to 1/1/2017 | GRANDFATHERED premium - default plan only | | | | | | |
| Clergy Participant + Child/Children | \$236.00 | | | | | | |
| Clergy Couples with Child/Children in the default plan - contact Benefits office | \$236.00 + \$83.00 | | | | | | |
| Prior to 1/1/2017, PARTICIPANTS with a Participant/Child or Participant/Children coverage were grandfathered. In the DEFAULT Plan. If you terminate your dependent coverage and then have to re-enroll a dependent, or if you switch to another plan you will be enrolled in the new tier type. | | | | | | | |
| Church Rate per eligible Clergy for All Plans | \$860 | \$860 | \$860 | \$860 | \$860 | \$860 | \$860 |
| DENTAL PLANS - 2020 RATES | | | | | | | |
| DENTAL (CIGNA DENTAL) - optional | Participant | Participant +1 | Participant + Family | | | | |
| Dental Passive 2000 | \$20.00 | \$45.00 | \$63.00 | | | | |
| Dental PPO | \$11.00 | \$25.00 | \$35.00 | | | | |
| Dental HMO | \$7.00 | \$15.00 | \$21.00 | | | | |
| VISION PLANS - 2020 RATES | | | | | | | |
| VISION (AEP) - optional | Participant | Participant +1 | Participant + Family | | | | |
| Premier Vision | \$14.38 | \$23.32 | \$37.02 | | | | |
| Full Vision | \$5.62 | \$9.06 | \$14.32 | | | | |
| Exam Core | \$0.00 | \$0.00 | \$0.00 | | | | |
| DENTAL AND VISION BENEFITS ARE OPTIONAL. IF SELECTED, THE DENTAL/VISION RATES WILL BE ADDED TO THE MEDICAL RATE FOR THE TOTAL MONTHLY HEALTHFLEX PREMIUM. | | | | | | | |

| Acronyms |
|-------------------------------------|
| CDHP - Consumer Driven Health Plan |
| HDHP - High Deductible Health Plan |
| HRA - Health Reimbursement Accounts |
| MRA - Medical Reimbursement Account |
| DCA - Dependent Care Account |
| HSA Health Savings Account |

PENSION BENEFITS

Clergy Retirement Security Program (CRSP)

CRSP is a retirement plan administered by Wespath Benefits and Investments. It is a “church plan” in accordance with the Internal Revenue Code. CRSP is a benefit that is paid by the church for the clergy and is determined based on plan compensation. **Plan compensation is cash salary plus housing allowance or cash salary plus 25% of cash salary for pastors living in a parsonage. For the purpose of calculating the pension benefit premium - 25% of cash salary is the value of parsonage.**

CRSP is divided into two components, CRSP-DB and CRSP-DC.

- **Defined Benefit (DB)** provides a monthly retirement benefit that is calculated using the following formula = $1.25\% \times \text{DAC}$ at retirement, multiply by years of credited service (reduced for less than full time appointment) divide by 12 from 1/1/07 through 12/31/13.
- **Defined Benefit (DB)** provides a monthly retirement benefit that is calculated using the following formula = $1.00\% \times \text{DAC}$ at retirement, multiply by years of credited service (reduced for less than full time appointment) divide by 12 after 12/31/13.
- **Defined Contribution (DC)** provides convenient distribution options at retirement. This includes a lump-sum distribution, partial distributions or a series of regular payments called “cash installment.”

Eligibility:

- See Eligibility Chart on pages 6 - 8
- See CRSP At-A-Glance on pages 13 - 14

DIRECT BILLINGS

CRSP-DB

- 12% of plan compensation LIMITED by the DAC for the year will be billed to churches with eligible clergy to pre-fund the Defined Benefit Annuity.

CRSP-DC

- 3% of plan compensation will be billed to churches with eligible clergy - 2% out of the 3% will go directly into pastor's account. What happens to the remaining 1%?
- To be eligible for the 1%, pastors must contribution at least 1% or more of plan compensation into UMPIP account to receive the remaining 1%.

Clergy Retirement Security Program

At-a-Glance



The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement plan administered by Wespath Benefits and Investments (Wespath)—the largest denominational pension fund in the world. It is designed to provide you with one element of your overall retirement portfolio.

The Clergy Retirement Security Program (CRSP) is a retirement program that offers:

- 1 security through a defined benefit (DB) component that gives you lifetime retirement income, and
- 2 flexibility through a defined contribution (DC) component that provides you with an account balance you can access as your retirement needs require.

ELIGIBILITY

You are eligible to participate if you are a clergy member or local pastor under full-time Episcopal appointment to a conference, church, charge, district or conference-controlled entity or unit and you are receiving compensation. Your conference may also elect to cover clergy appointed at least half-time or at least three-quarter time.

CRSP FEATURES

- You are automatically enrolled by your plan sponsor.
- You receive account statements quarterly or upon demand.
- Account information is accessible 24/7 through the website (www.benefitsaccess.org).
- Representatives are available to answer calls at **1-800-851-2201** business days from 8:00 a.m. to 6:00 p.m., Central time.

DEFINED BENEFIT (DB) COMPONENT

- Provides a monthly retirement benefit that is calculated using the following formula:

| | |
|---|---|
| | $1.25\% \times \text{Denominational Average Compensation (DAC)}^1 \text{ at retirement} \times \text{years of credited service}^2 \text{ from 1/1/07 through 12/31/13}$ |
| + | $1.00\% \times \text{DAC}^1 \text{ at retirement} \times \text{years of credited service}^2 \text{ after 12/31/13}$ |
| | $\div 12$ |

- You will have various DB payment options when you retire
- There are annual cost-of-living increase options for retirees

¹ Final compensation substitutes for DAC for periods of service as a bishop.
² Reduced for less-than-full-time appointments.

(over)

a general agency of The United Methodist Church

Clergy Retirement Security Program

At-a-Glance

(continued)

Investment and Distribution Assistance

Wespath offers services at no additional cost to you that can help you manage your DC account:*

- LifeStage Investment Management is an investment service that selects a mix of Wespath funds for your retirement account(s) based on your individual circumstances.
- EY Financial Planning Services assists you with financial planning and investment needs.
- LifeStage Retirement Income automatically issues monthly benefit payments from your DC account that are intended to last your lifetime.**

For more information about LifeStage Investment Management, EY Financial Planning Services and LifeStage Retirement Income, please visit www.wespath.org/retirement/services/.

* Costs for these services are included in Wespath's operating expenses that are paid for by the funds.

** Lifetime payments are not guaranteed (for example, in the event of extreme market conditions or longevity).

DEFINED CONTRIBUTION (DC) COMPONENT

- Every month, the Church contributes 2% of your plan compensation to your DC retirement account. In addition, the Church will match your personal contributions to the United Methodist Personal Investment Plan (UMPIP) up to 1% of your plan compensation.
- Your account—both earnings and contributions—grows tax deferred until you withdraw money.
- Provides convenient distribution options when you are eligible to access the money in your account—including lump sum or partial distributions, or a series of regular payments.
- Account balance can remain in the plan until the later of participant retirement, termination or age 70½.



WELFARE BENEFITS

Comprehensive Protection Plan (CPP)

The Comprehensive Protection Plan (CPP) provides welfare benefits including: disability, death and survivor benefits for clergy and their family. CPP is a benefit that is paid by the church for the clergy.

Disability Benefit:

- There is no waiting period for any eligible CPP participants.
- If approved for CPP Medical Leave, the benefit is equal to 70% of total compensation at the time of disability, less any Social Security benefits.
- The Plan (CPP) will make contributions to your CRSP-DC pension account while disabled.

Death Benefit:

- \$50,000 for active clergy, 20% of DAC for spouses of active clergy.

Eligibility:

- See Eligibility Chart on pages 6 - 8
- See CRSP At-A-Glance on pages 13 - 14

See CPP Summary Plan Description for more information.

DIRECT BILLINGS

- 3% of total compensation will be billed to churches with eligible clergy.
- The monthly pension statement includes CPP billing.

Comprehensive Protection Plan

At-a-Glance

Generally, you are eligible to participate in the Comprehensive Protection Plan (CPP) if your conference or salary-paying unit sponsors the plan and you satisfy the eligibility requirements which include full-time episcopal appointment and plan compensation equal to or greater than 25% of the Denominational Average Compensation (DAC). Plan sponsors can elect to cover three-quarter time clergy. Other eligibility rules may apply.

Plan Features

- Benefits are payable upon the death of an active or retired participant, his or her spouse or surviving spouse, and his or her children under the age of 19. Benefits also may be payable for a child over the age of 19 if the child was disabled prior to age 19, or if the child was receiving a surviving child educational benefit.
- Supplemental benefits for surviving spouses may be available upon the death of an active participant.
- Educational benefits for surviving children may be available upon the death of an active or retired participant.
- Comprehensive disability benefits include:
 - monthly benefit payments,
 - annual increases,
 - continued retirement contributions,
 - enhanced return to work program, and
 - assistance with application for Social Security disability benefits.
- For additional information, please review the CPP summary plan description.

The Comprehensive Protection Plan (CPP) provides death, long-term disability and other survivor benefits for you and your family. The plan is administered by Wespath Benefits and Investments.

2020 Benefits Amounts for the Comprehensive Protection Plan

The 2020 Denominational Average Compensation (DAC) is \$72,648.

The following information generally describes the benefit amounts payable under the Comprehensive Protection Plan (CPP) to eligible participants and their beneficiaries. For more information about the terms and conditions of CPP, please see the *CPP Summary Plan Description (SPD)* available at www.wespath.org/assets/1/7/3097.pdf. Although all efforts have been made to ensure the accuracy of this document, in the event of a discrepancy between this document and the SPD or CPP plan document, the SPD and plan document always govern.

Active Participant Death Benefits—payable upon the death of an eligible active CPP participant in 2020

- Participant: \$50,000, payable in 12 monthly installments or one lump sum
- Spouse of active participant: 20% of DAC in the year of death (\$14,529.60 if death occurs in 2020)
- Surviving spouse of active participant: 15% of DAC in the year of death (\$10,897.20 if death occurs in 2020)
- Child of active participant: 10% of DAC in the year of death (\$7,264.80 if death occurs in 2020)
- Annual surviving spouse benefit of \$10,897.20, less the annuity benefit payable from the Clergy Retirement Security Program (CRSP) and other Church-related sources
- Annual surviving child benefit of \$7,264.80, payable in 12 monthly installments¹
- Annual surviving child educational benefit up to \$14,529.60, payable in equal installments²

Retired Participant Death Benefits³

| Plan Provision | Clergy Who Retire Before January 1, 2013 ⁴ | Clergy Who Retire January 1, 2013 or Later ⁵ |
|--|---|---|
| Death of retired participant | 30% of DAC in the year of death (for 2020: \$21,794.40) | \$20,400 |
| Death of retiree's spouse | 20% of DAC in the year of death (for 2020: \$14,529.60) | \$15,300 |
| Death of retiree's surviving spouse | 15% of DAC in the year of death (for 2020: \$10,897.20) | \$10,200 |
| Death of retiree's child ⁶ | 10% of DAC in the year of death (for 2020: \$7,264.80) | \$8,160 |
| Annual surviving child benefit Payable in 12 monthly installments ¹ | 10% of DAC (for 2020: \$7,264.80) | 10% of DAC (for 2020: \$7,264.80) |
| Annual surviving child educational benefit Payable in installments ² | 20% of DAC (for 2020: \$14,529.60) | 20% of DAC (for 2020: \$14,529.60) |

¹ Ages 17 and younger. Benefits are paid through the month in which the child attains age 18.

² Ages 18 through 24 and attending school full-time. Half of the annual benefit may be paid if the child is attending a secondary school or post-secondary school. The remaining half may be paid if the child is attending a post-secondary school. If the child enters a post-secondary institution of higher learning prior to age 18, the post-secondary educational benefit may become effective at that time.

³ To be eligible for death benefits in retirement, a clergy person must have been covered in CPP for a requisite number of years, e.g., 11 of the last 14 years or at least 25 years in CPP, as described in the SPD.

⁴ Benefit available at this level for eligible retirees who retired before January 1, 2013, regardless of date of death.

⁵ Benefit available at this level for eligible retirees who retired on or after January 1, 2013, regardless of date of death.

⁶ Age 18 and younger, age 19 and older if dependent upon the participant or upon surviving spouse of the participant due to behavioral or physical condition that existed prior to age 19, or age 24 and younger and receiving surviving child benefit.

(over)

Disability Benefits

The disability benefit equals 70% of plan compensation for the plan year in which the first payment is effective, with plan compensation capped at 200% of the DAC. The disability benefit is reduced by any disability benefits payable under the Social Security Act.⁷

Participants receiving CPP disability benefits may also be eligible to receive retirement plan contributions to either CRSP or the United Methodist Personal Investment Plan (UMPIP)⁸. If eligible for CRSP, CPP will contribute a nonmatching contribution of up to 2% of plan compensation (as defined by CRSP), in monthly installments, to the participant's CRSP defined contribution account. In addition, participants eligible for CRSP may be eligible for a matching contribution based on participant contributions to UMPIP, up to 1% of plan compensation.

If not eligible for CRSP but eligible for UMPIP, CPP may contribute up to 3% compensation (as defined by UMPIP) to the participant's UMPIP account based on the UMPIP plan sponsor's adoption agreement elections.

⁷ Other reductions may apply in accordance with the terms of the SPD, as determined by Wespath Benefits and Investments (Wespath).

⁸ Please see the CRSP SPD (www.wespath.org/assets/1/7/3480.pdf) and UMPIP SPD (www.wespath.org/assets/1/7/3502.pdf) for additional information on eligibility as a disabled participant. SPDs are available on the Wespath Benefits and Investments section of wespath.org, under **Retirement**, select "Plans."

ADDITIONAL CPP welfare BENEFITS

Voluntary Transition Program

The Voluntary Transition Program was developed to provide transitional benefits to facilitate a grace-filled exit from ministry. This program must be approved by the Bishop, District Superintendents and Board of Ordained Ministry Conference Relations Committee.

To be eligible for this program a clergy must:

- Be a clergy in full connection for a minimum of five years, enrolled in CPP, and in good standing.
- Surrender credentials.

Grief Support Services

Participants enrolled in CPP and their dependents have access to free and confidential short-term counseling services. These services are available 24 hours a day, seven days a week by calling 1-800-788-5614, follow the members prompt to reach a representative. If referred to other available services, there will be fees associated with the referrals.

Services include:

- Depression, anxiety and stress
- Financial and legal issues
- Funeral Arrangements

UMLIFE OPTIONS for Full Members appointed 25%-50%

UMLifeOptions Benefit Summary At-A-Glance Long-Term Disability (LTD) and Life Insurance Plan Quarter-time (1/4) and Half-time (1/2) Clergy (see eligibility below)

Effective January 1, 2017

Eligibility: Full and Provisional Members (Elders and Deacons), Associate Members and Clergy of other Methodist Denominations who are appointed quarter-time and half-time at the Local Church.

UMLifeOptions provides long-term disability and life insurance benefits to all eligible clergy. This benefit is administered through Unum and premiums for UMLifeOptions are billed to the church at a rate of 3% of clergy total compensation.

LONG-TERM DISABILITY INCOME (LTD)

- A Long-Term Disability benefit is provided at a rate of 60% of Clergy's pre-disability total compensation.
- There is a 90-day elimination period before LTD benefits begin. Elimination period is the amount of time that must elapse after the date of Clergy disability before LTD benefit begins.

LIFE INSURANCE – ACTIVE CLERGY

Active Participant Death Benefits – payable upon the death of an eligible active UMLifeOptions participant.

- Upon the death of an active Clergy, the beneficiary on file will receive \$50,000.
- Upon the death of an active Clergy spouse, the Clergy person will receive \$10,000.
- Upon the death of an active Clergy dependent child, the Clergy person will receive \$8,000.

LIFE INSURANCE – RETIRED CLERGY

- Upon the death of a Retired Clergy, the beneficiary on file will receive \$20,000.

PERSONAL BENEFITS

United Methodist Personal Investment Plan (UMPIP)

- UMPIP is available to all appointed clergy.
- The salary-paying unit must be on record with Wespath Benefits and Investments as a Plan Sponsor.
- Participation in UMPIP is optional but the Conference strongly encourages clergy to participate.
- Eligible clergy will be provided a “Contribution Election Form.” This form must be completed and signed by the treasurer or other church representative.
- Contributions must be made through payroll deductions.
- Pastor may contribute a percentage of plan compensation or a flat dollar amount.
- A copy of the form should be retained by the pastor and be kept on file with the church.
- Form should be sent directly to Wespath Benefits and Investments.
- Upon initial enrollment, Wespath will mail a UMPIP toolkit to participants for choices related to investments, contribution and remittance.
- Contributions must be paid using a church check or online using the church’s account.
- Wespath strongly recommends that these contributions be deposited within 15 business days following the end of the month in which contributions were withheld, due to federal laws.
- Participation in UMPIP does not transfer from church to church.
- Re-Enrollment MUST occur; a new Contribution Election form MUST be completed when a pastor changes appointment.
- See UMPIP-at-a-Glance for more information.
- See Contribution Election form for limits on contributions.

United Methodist Personal Investment Plan At-a-Glance



EY Financial Planning Services

offers valuable investing and financial planning guidance. This program is available to:

- active participants with an account balance,
- surviving spouses with an account balance, and
- retired and terminated participants with an account balance of at least \$10,000.

EY Financial Planning Services are available at no cost to you.* Just call EY directly at **1-800-360-2539** Monday through Friday between 8:00 a.m. and 7:00 p.m., Central time.

* Costs for these services are included in Wespath's operating expenses that are paid for by the funds.

The United Methodist Personal Investment Plan (UMPIP) is a retirement plan administered by Wespath Benefits and Investments (Wespath)—the largest denominational pension fund in the world. UMPIP is designed to provide one piece of your overall retirement portfolio.

You are immediately eligible to participate if your employer or salary-paying unit sponsors the plan. Participation for plan sponsor contributions begins once you meet the eligibility requirements established by your plan sponsor.

PLAN FEATURES

- Convenient before-tax, Roth and/or after-tax contributions in a flat dollar amount or percentage of your eligible compensation, up to Internal Revenue Code limits
- Plan sponsor may elect to contribute matching contributions or a percentage of your eligible compensation to your account¹
- Taxes are deferred on before-tax contributions and investment earnings until distribution
- Roth contributions are made after taxes are withheld, but Roth contributions and earnings are not taxable at distribution if qualified²
- After-tax contributions are made after taxes are withheld, but earnings on after-tax contributions are taxable at distribution
- Accepts eligible rollovers from most retirement plans (including Roth accounts) and traditional IRAs³
- Variety of investment fund options
- LifeStage Investment Management and LifeStage Retirement Income account management suite
- Hardship loans and withdrawals
- Age 59 ½ and rollover account withdrawals
- Distributions available upon termination of employment, retirement, disability or death
- Lump sum, partial lump sum or cash installment distribution options
- On-demand and quarterly account statements
- Access account information 24/7 through Benefits Access (www.benefitsaccess.org) and through our automated phone system
- Participant forms and other information available at www.wespath.org
- Representatives available to answer calls at **1-800-851-2201** Monday through Friday from 8:00 a.m. to 6:00 p.m., Central time

¹ Contribution rates may vary for each plan sponsor

² See Roth Contribution Guide

³ Roth IRAs are not accepted

FINANCIAL PLANNING SERVICES

Wespath Benefits and Investments has arranged to offer FREE professional financial planning services through EY Financial Planning Services to all eligible participants.

To be eligible you must be an (a):

- Active participants with an account balance
- Surviving spouse with an account balance, and
- Terminated and retired participants with an account balance of at least \$10,000

EY's financial planners can provide confidential, objective guidance on:

- making investment decisions, saving for retirement, debt management, taxes, home ownership and more

To take advantage of this valuable resource, call **EY** directly at **1-800-360-2539**

UMLIFE OPTIONS (*optional plan*)

UMLifeOptions is an Optional Life Insurance Plan through Unum. The plan provides clergy enrolled in CPP with the opportunity to purchase *additional* life insurance for themselves, their spouse and dependent children. Unum has been given the authority to contact eligible participants directly.

Highlights of the plan include:

- Different types of coverage available based on needs
- Portable – when participants retire, becomes ineligible or terminated
- Accelerated death benefits, accidental death and dismemberment
- Direct billed to participant by Unum

If interested in this plan, please contact Unum at **1-800-985-0242**

LOCAL CHURCH LAY EMPLOYEE BENEFITS

MEDICAL PLAN (HEALTHFLEX EXCHANGE)

HealthFlex Exchange is available to all Local Church Lay Employees working 30 hours or more per week.

- Local Church **must** “sponsor” by completing an agreement (“Salary Paying Unit” Sub Adoption Agreement) and can require anywhere from 0 to 100% premium be paid by the employee.
- To determine if you have an Agreement on file, contact the BWC Benefits Office at (410) 309-3430.
- Plan benefits are the same as the active clergy plan.
- Benefits summaries can be found on the BWC website_ <http://www.bwcumc.org/administration/benefits/health-insurance/>

HealthFlex Exchange includes: -

Medical Plans – Administered by United Health Care (a UHC ID card will be mailed to participant – www.uhc.com) (see Lay Employee rate sheet)

Prescription Drugs – Administered by OPTUMRx (NO SEPARATE CARD - information can be found on the front of your UHC ID Card).

Flexible Spending Accounts and/or Health Savings Account

Dental “Optional” – Administered by CIGNA Dental (No ID Card – **PLAN ID 2464058** – www.Cignadental.com) – premiums - see rate sheet

Vision “Optional” – Administered by Vision Service Plan (No ID card – visit a VSP provider – www.VSP.com). – premiums - see rate sheet

Virgin Pulse, EAP, United Behavioral Health MDLive Telemedicine

HealthFlex Enrollment/Change Form - is to be used for first time enrollees and be used for any type of change, such as termination of participant from the Plan and adding and deleting dependents of participants.

***Please note: An employee contribution toward the cost of HealthFlex is at the sole discretion of the Local Church.**

PENSION

In the 2016 Book of Discipline, ¶258.12 states that the PPRC/SPRC shall recommend 100% vested pension benefits of at least 3% of compensation for lay employees who work at least 1040 hours per year; please read the entire paragraph for more information.

- The United Methodist Personal Investment Plan (UMPIP) is available to local churches for this purpose. Please contact Wespath Benefits and Investments directly at 1-800-851-2201 for information about UMPIP.
- Local churches can utilize other options.

Church administrator can contact the BWC Benefits Office for more information benefitsoffice@bwcumc.org

Local Church Lay Employees Benefits - 2020

**BALTIMORE-WASHINGTON CONFERENCE
2020 HEALTHLEX EXCHANGE RATE SHEET FOR CHURCH LAY EMPLOYEES**

THESE ARE MEDICAL PLAN TYPE RATES ONLY. RATES DOES NOT INCLUDE DENTAL AND/OR VISION. SEE BELOW FOR DENTAL AND VISION RATES

| HEALTH ACCOUNT WITH MEDICAL PLAN TYPE DEDUCTIBLES Co-Pays and Co-Insurance Health Reimbursement Account (HRA) Health Savings Account (HSA) | MEDICAL PLAN TYPE | | | | |
|--|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | BWC DEFAULT PLAN | B1000 | B2000 | H1500 | H3000 |
| Health Account with Medical Plan Type | B1000 | C2000 with HRA | C3000 with HRA | H1500 with HSA | H2000 with HSA |
| DEDUCTIBLES | \$1000/\$2000 | \$2000/\$4000 | \$3000/\$6000 | \$1500/\$3000 | \$2000/\$4000 |
| Co-Pays and Co-Insurance | Co-Pays | Co-ins 80%/20% | Co-ins 50%/50% | Co-ins 80%/20% | Co-ins 70%/30% |
| Health Reimbursement Account (HRA) | Not applicable | \$1000/\$2000 | \$250/\$500 | Not applicable | Not applicable |
| Health Savings Account (HSA) | Not applicable | Not applicable | Not applicable | \$750/\$1500 | \$500/\$1000 |
| FLEXIBLE SPENDING ACCOUNTS: optional - payroll deduction | | | | | |
| - Medical Reimbursement Account (MRA) | \$300 - \$2700 | \$300 - \$2700 | \$300 - \$2700 | \$300 - \$2700 | \$300 - \$2700 |
| - Dependent Care Account (DCA) | \$300 - \$5000 | \$300 - \$5000 | \$300 - \$5000 | \$300 - \$5000 | \$300 - \$5000 |
| HEALTH SAVINGS ACCOUNT (HSA) - payroll deduction | Not applicable | Not applicable | Not applicable | \$3,550/\$7,100 | \$3,550/\$7,100 |
| TIER TYPE | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium | Participant Monthly Premium |
| Lay Participant Only | \$973 | \$943 | \$875 | \$941 | \$909 |
| Lay Participant + 1 (1+1-2) | \$1,245 | \$1,190 | \$1,041 | \$1,177 | \$1,111 |
| Lay Participant/Family (3 or more) | \$1,409 | \$1,326 | \$1,218 | \$1,313 | \$1,219 |
| GRANDFATHERED TIER TYPE prior to 1/1/2017 | | | | | |
| Lay Participant + Child/Children | | \$1,096.00 | | | |

Prior to 1/1/2017, PARTICIPANTS with a Participant/Child or Participant/Children coverage were grandfathered in the DEFAULT Plan. If you terminate your dependent coverage and then have to re-enroll a dependent, or if you switch to another plan you will be enrolled in the new tier type.

| DENTAL PLANS - 2020 RATES | | | |
|----------------------------------|-------------|----------------|----------------------|
| DENTAL (CIGNA DENTAL) - optional | Participant | Participant +1 | Participant + Family |
| Dental Passive 2000 | \$20.00 | \$45.00 | \$63.00 |
| Dental PPO | \$11.00 | \$25.00 | \$35.00 |
| Dental HMO | \$7.00 | \$15.00 | \$21.00 |
| VISION PLANS - 2020 RATES | | | |
| VISION (VSP) - optional | Participant | Participant +1 | Participant + Family |
| Premier Vision | \$14.38 | \$23.32 | \$37.02 |
| Full Vision | \$5.62 | \$9.06 | \$14.32 |
| Exam Core | \$0.00 | \$0.00 | \$0.00 |

DENTAL AND VISION BENEFITS ARE OPTIONAL. IF SELECTED, THE DENTAL/VISION RATES WILL BE ADDED TO THE MEDICAL RATE FOR THE TOTAL MONTHLY HEALTHLEX PREMIUM

| ACRONYMS |
|-------------------------------------|
| CDHP - Consumer Driven Health Plan |
| HDHP - High Deductible Health Plan |
| HRA - Health Reimbursement Accounts |
| MRA - Medical Reimbursement Account |
| DCA - Dependent Care Account |
| HSA Health Savings Account |

CHURCH LAY EMPLOYEES: - Churches contribution and Lay employee's contribution towards the total premium is at the discretion/policy of each individual church or salary paying unit.

The purpose of this booklet is to provide you with at-a-glance information on benefits that the Baltimore Washington Conference offers to our churches for their appointed clergy and local church lay employees. The goal is to prepare an easy to read document and a place that almost everything about the Conference's available benefits is at your fingertips. A complete interpretation of each types of benefit can be found either in the Summary of Plan Description (SPD) or a complete Plan Document of each benefits plan.

Should you have any questions concerning any of the information found in this booklet, or to request a complete description of each plans, please contact a member of the Human Resources and Benefits office at benefitsoffice@bwcumc.org

Blessings,



Franciss Tagoe
Director, Human Resources and Benefits

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