2021
AT-A-GLANCE
BENEFITS INFORMATION
FOR CLERGY
&
LOCAL CHURCH
# Table of Contents

- Minimum Compensation Requirement ................................................................. pages 4
- Equitable Compensation .......................................................................................... pages 5
- Clergy Eligibility Chart .......................................................................................... pages 6 - 8
- HealthFlex Exchange ............................................................................................... pages 9 - 11
- Pension Benefits ........................................................................................................ pages 12 - 14
  - Clergy Retirement Security Program (CRSP)
- Welfare Benefits ......................................................................................................... pages 15 - 20
  - Comprehensive Protection Plan (CPP)
  - 2021 Benefits Amount for CPP
  - Additional CPP Benefits
  - UMLifeOptions – Full Member Appointed 25%-50%
- Personal Benefits ........................................................................................................ pages 21 - 24
  - UMPIP
  - Financial Planning
  - Optional UMLifeOptions
- Local Church Lay Employees .................................................................................... pages 25 - 26
- Benefits Office Contact Information .......................................................................... pages 27
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.

<table>
<thead>
<tr>
<th>Schedule for 2021 FULL-TIME total MINIMUM Clergy Base Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base Cash Salary</td>
</tr>
<tr>
<td>Housing</td>
</tr>
<tr>
<td>Pension</td>
</tr>
<tr>
<td>Health Care Premiums</td>
</tr>
<tr>
<td>Professional Reimbursements</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Schedule for Clergy Support</th>
<th>Minimum Attendance Targets</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time minimum total (40-51 hours)</td>
<td>100</td>
</tr>
<tr>
<td>¾ Time appointment (30-35 hours)</td>
<td>¾ Time</td>
</tr>
<tr>
<td>½ Time appointment (20-25 hours)</td>
<td>½ Time</td>
</tr>
<tr>
<td>½ Time appointment (10-15 hours)</td>
<td>½ Time</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOTAL CHURCH OBLIGATION FOR CLERGY BASED ON A FULL-TIME APPOINTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>No pastor's salary can be decreased as a result of this chart, as long as they retain their current appointment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>APPOINTMENT</th>
<th>MEDICAL AND PENSION MANDATORY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>FULL-TIME</td>
</tr>
<tr>
<td>Minimum Attendance Targets</td>
<td>100</td>
</tr>
<tr>
<td>Minimum Base Cash Salary</td>
<td>$45,678.00</td>
</tr>
<tr>
<td>Recommended Housing Allowance</td>
<td>$20,364.00</td>
</tr>
<tr>
<td>Pension</td>
<td>$11,227.14</td>
</tr>
<tr>
<td>Medical</td>
<td>$10,320.00</td>
</tr>
<tr>
<td>Reimbursement</td>
<td>$4,100.00</td>
</tr>
<tr>
<td>TOTAL CHURCH OBLIGATION FOR CLERGY</td>
<td>$91,689.14</td>
</tr>
</tbody>
</table>

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1. Full-time salary minimum is based on the Equitable Compensation Commission's Clergy Salary Table. A chart of the appropriate minimum salary table for the current year can be found on the conference website.

2. See Eligibility Chart 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.
<table>
<thead>
<tr>
<th>Base Cash Salary</th>
<th>Year Received</th>
<th>Years Served</th>
<th>Increment Earned</th>
<th>Individual Equitable Base</th>
<th>TOTAL COMP (Base Cash Salary + Housing Allowance)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$45,678</td>
<td>2021</td>
<td>0</td>
<td>$0</td>
<td>$45,678</td>
<td>$66,042</td>
</tr>
<tr>
<td>$45,678</td>
<td>2020</td>
<td>1</td>
<td>$250</td>
<td>$45,928</td>
<td>$66,292</td>
</tr>
<tr>
<td>$45,678</td>
<td>2019</td>
<td>2</td>
<td>$500</td>
<td>$46,178</td>
<td>$66,542</td>
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<tr>
<td>$45,678</td>
<td>2018</td>
<td>3</td>
<td>$750</td>
<td>$46,428</td>
<td>$66,691</td>
</tr>
<tr>
<td>$45,678</td>
<td>2017</td>
<td>4</td>
<td>$1,000</td>
<td>$46,678</td>
<td>$66,941</td>
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<tr>
<td>$45,678</td>
<td>2016</td>
<td>5</td>
<td>$1,250</td>
<td>$46,928</td>
<td>$67,191</td>
</tr>
<tr>
<td>$45,678</td>
<td>2015</td>
<td>6</td>
<td>$1,500</td>
<td>$47,178</td>
<td>$67,441</td>
</tr>
<tr>
<td>$45,678</td>
<td>2014</td>
<td>7</td>
<td>$1,750</td>
<td>$47,428</td>
<td>$67,691</td>
</tr>
<tr>
<td>$45,678</td>
<td>2013</td>
<td>8</td>
<td>$2,000</td>
<td>$47,678</td>
<td>$67,941</td>
</tr>
<tr>
<td>$45,678</td>
<td>2012</td>
<td>9</td>
<td>$2,250</td>
<td>$47,928</td>
<td>$68,191</td>
</tr>
<tr>
<td>$45,678</td>
<td>2011</td>
<td>10</td>
<td>$2,500</td>
<td>$48,178</td>
<td>$68,441</td>
</tr>
<tr>
<td>$45,678</td>
<td>2010</td>
<td>11</td>
<td>$2,750</td>
<td>$48,428</td>
<td>$68,691</td>
</tr>
<tr>
<td>$45,678</td>
<td>2009</td>
<td>12</td>
<td>$3,000</td>
<td>$48,678</td>
<td>$68,941</td>
</tr>
<tr>
<td>$45,678</td>
<td>2008</td>
<td>13</td>
<td>$3,250</td>
<td>$48,928</td>
<td>$69,191</td>
</tr>
<tr>
<td>$45,678</td>
<td>2007</td>
<td>14</td>
<td>$3,500</td>
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<tr>
<td>$45,678</td>
<td>2006</td>
<td>15</td>
<td>$3,750</td>
<td>$49,428</td>
<td>$69,691</td>
</tr>
</tbody>
</table>

Credit for part-time service = _____ (years of service) X _____ (percentage of full-time, 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 $20,364 shall be considered as salary for the purpose of determining equitable compensation eligibility.
### BWC Clergy Benefit Eligibility Chart – 2021

**PENSION:**
CLERGY RETIREMENT SECURITY PLAN (CRSP)

**COMPREHENSIVE PROTECTION PLAN (CPP) or UMLife Option (death & disability benefits)**

**PERSONAL INVESTMENT:**
UMPIP

| CRSP-Defined Benefit (DB) = 11% of Plan Compensation limited by the DAC = $74,199 for 2021 | 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

<table>
<thead>
<tr>
<th>FULL/PROVISIONAL, &amp; ASSOCIATE MEMBERS</th>
<th>CRSP</th>
<th>CPP/UMLifeOptions</th>
<th>UMPIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time (MEDICAL REQUIRED)</td>
<td>REQUIRED</td>
<td>CPP REQUIRED</td>
<td>OPTIONAL - Conference strongly encouraged 1% of clergy plan compensation to receive the match</td>
</tr>
<tr>
<td>3/4 time (MEDICAL REQUIRED)</td>
<td>REQUIRED</td>
<td>CPP REQUIRED</td>
<td></td>
</tr>
<tr>
<td>Medical optional for Deacons</td>
<td>REQUIRED</td>
<td>CPP REQUIRED</td>
<td></td>
</tr>
<tr>
<td>1/2 time (MEDICAL NOT ELIGIBLE)</td>
<td>REQUIRED</td>
<td>UMLifeOptions (new starting 2017) REQUIRED</td>
<td></td>
</tr>
<tr>
<td>1/4 time (MEDICAL NOT ELIGIBLE)</td>
<td>NOT ELIGIBLE</td>
<td>UMLifeOptions (new starting 2017) REQUIRED</td>
<td></td>
</tr>
</tbody>
</table>

### LOCAL PASTORS & MEMBERS OF OTHER NON-METHODIST DENOMINATION

<table>
<thead>
<tr>
<th>LOCAL PASTORS, MEMBERS OF A NON-METHODIST DENOM.</th>
<th>CRSP</th>
<th>CPP/UMLifeOptions</th>
<th>UMPIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time (MEDICAL REQUIRED)</td>
<td>OPTIONAL – waiver form must be completed by Clergy</td>
<td>CPP REQUIRED</td>
<td>OPTIONAL - Conference strongly encouraged 1% of clergy plan compensation to receive the match</td>
</tr>
<tr>
<td>3/4 time (MEDICAL REQUIRED)</td>
<td>OPTIONAL – waiver form must be completed by Clergy</td>
<td>NOT ELIGIBLE</td>
<td>N/A</td>
</tr>
<tr>
<td>1/2 time (MEDICAL NOT ELIGIBLE)</td>
<td>OPTIONAL – waiver form must be completed by Clergy</td>
<td>NOT ELIGIBLE</td>
<td>N/A</td>
</tr>
<tr>
<td>1/4 time (MEDICAL NOT ELIGIBLE)</td>
<td>NOT ELIGIBLE</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>CLERGY STATUS</td>
<td>PENSION</td>
<td>CPP (death &amp; disability)</td>
<td>MEDICAL</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>---------------</td>
<td>--------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>SABBATICAL LEAVE (Full Member &amp; Associate Member only)</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>Optional - 1 year</td>
</tr>
<tr>
<td>ATTEND SCHOOL (Full Member &amp; Associate Member only)</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>Optional - 1 year</td>
</tr>
<tr>
<td>MEDICAL LEAVE (Full Member, Provisional Member &amp; Associate Member)</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>Optional - 1 year</td>
</tr>
<tr>
<td>MEDICAL LEAVE WITH CPP BENEFITS</td>
<td>Eligible per CPP plan document</td>
<td>Eligible per CPP plan document</td>
<td>COVERED - based on Years of Service</td>
</tr>
<tr>
<td>VOLUNTARY LEAVE: PERSONAL &amp; FAMILY (Full Member, Provisional Member &amp; Associate Member)</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>Optional - 1 year</td>
</tr>
<tr>
<td>IN VOLUNTARY LEAVE (Full Member, Provisional Member &amp; Associate Member)</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>Optional - 1 year</td>
</tr>
<tr>
<td>TRANSITIONAL LEAVE (FM, PM, AM, FD, PD)</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
</tr>
<tr>
<td>MILITARY LEAVE - BENEFITS THROUGH THE MILITARY - BWC BENEFITS WILL BE REINSTATED UPON RETURN</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>MILITARY BENEFITS</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>OTHER APPOINTMENT</th>
<th>CRSP</th>
<th>CPP</th>
<th>UMPIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>CERTIFIED LAY MINISTERS, LAY HIRE, RETIRED CLERGY – NOT ELIGIBLE FOR MEDICAL</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
</tr>
<tr>
<td>EXTENSION MINISTRY*</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
</tr>
<tr>
<td>DIACONAL, CONSECRATED*</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
<td>NOT ELIGIBLE</td>
</tr>
</tbody>
</table>

*Benefits are arranged through the salary paying unit (employer)
<table>
<thead>
<tr>
<th>Employment Type</th>
<th>Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time &amp; 3/4 Time</td>
<td>REQUIRED</td>
</tr>
<tr>
<td>1/2 Time &amp; 1/4 Time</td>
<td>NOT ELIGIBLE</td>
</tr>
<tr>
<td>DEACONS</td>
<td>Check with Benefits office</td>
</tr>
<tr>
<td>DS HIRE/LAY HIRE/INTERIM APPOINTMENT</td>
<td>NOT ELIGIBLE - check with Benefits office for other option</td>
</tr>
</tbody>
</table>
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](http://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](http://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 $3,600 and for couples/family is $7,200.

**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 August 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) – or a limited screening using the Qcard which is an “At Home Self Collection Kit Dried Blood Spot” method.

**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.
### Medical and Vision Benefits - At-A-Glance

#### Medical Plans - 2021 Rates

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Contribution Amount</th>
<th>Premium Paid By</th>
<th>Deductible</th>
<th>Annual Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Platinum</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Gold</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Silver</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Bronze</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

#### Vision Plans - 2021 Rates

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Contribution Amount</th>
<th>Premium Paid By</th>
<th>Deductible</th>
<th>Annual Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Platinum</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Gold</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Silver</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Bronze</td>
<td>$0.00</td>
<td>Participant</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

#### Dental (CIGNA Dental) - Optional

- Coverage for one adult and one child
- Coverage for two adults and one child
- Coverage for three adults

### Medical Plan Type

These are exclusive medical plan types only. Rates do not include dental and vision. See below for dental and vision rates.

2021 Healthcare Exchange Rate Sheet for Cisco

Baltimore-Washington Conference
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: $= 1.25\% \times DAC \text{ at retirement, multiply by years of credited service (reduced for less than full time appointment) divide by 12 from 1/1/07 through 12/31/13}$.

- **Defined Benefit** (DB) provides a monthly retirement benefit that is calculated using the following formula: $= 1.00\% \times DAC \text{ at retirement, multiply by years of credited service (reduced for less than full time appointment) divide by 12 after 12/31/13}$.

- **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.

DIRECT BILLINGS

CRSP-DB

- 11% 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 contribute 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 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:

\[
\text{Benefit} = 1.25\% \times \text{Denominational Average Compensation (DAC)}^1 \\
\text{at retirement} \times \text{years of credited service}^2 \\
\text{from 1/1/07 through 12/31/13} \\
+ \text{1.00}\% \times \text{DAC}^3 \text{at retirement} \times \text{years of credited service}^4 \text{after 12/31/13} \\
\div 12
\]

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

\[\text{over}\]

*a general agency of The United Methodist Church*
Clergy Retirement Security Program
At-a-Glance
(continued)

**DEFINITE 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.

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**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).
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 Summery 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.
2021 Benefits Amounts for the Comprehensive Protection Plan

The 2021 Denominational Average Compensation (DAC) is $74,199.

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 2021

- 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 $14,529.60, 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 installments\(^1\)
- Annual surviving child educational benefit up to $14,529.60, payable in equal installments\(^2\)

Retired Participant Death Benefits\(^3\)

<table>
<thead>
<tr>
<th>Plan Provision</th>
<th>Clergy Who Retire Before January 1, 2013(^4)</th>
<th>Clergy Who Retire January 1, 2013 or Later(^5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Death of retired participant</td>
<td>30% of DAC in the year of death (for 2021: $22,259)</td>
<td>$20,808</td>
</tr>
<tr>
<td>Death of retiree’s spouse</td>
<td>20% of DAC in the year of death (for 2021: $14,840)</td>
<td>$15,606</td>
</tr>
<tr>
<td>Death of retiree’s surviving spouse</td>
<td>15% of DAC in the year of death (for 2021: $11,130)</td>
<td>$10,404</td>
</tr>
<tr>
<td>Death of retiree’s child(^6)</td>
<td>10% of DAC in the year of death (for 2021: $7,420)</td>
<td>$8,323</td>
</tr>
<tr>
<td>Annual surviving child benefit Payable in 12 monthly installments(^1)</td>
<td>10% of DAC (for 2021: $7,420)</td>
<td>10% of DAC (for 2021: $7,420)</td>
</tr>
<tr>
<td>Annual surviving child educational benefit Payable in installments(^2)</td>
<td>20% of DAC (for 2021: $14,840)</td>
<td>20% of DAC (for 2021: $14,840)</td>
</tr>
</tbody>
</table>

\(^1\) 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 at the time of death, 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)

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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/1/1/3480.pdf) and UMPIP SPD (www.wespath.org/assets/1/1/3502.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.”
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 Clergyperson will receive $10,000.
- Upon the death of an active Clergy dependent child, the Clergyperson 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

The United Methodist Personal Investment Plan (UMPIP) is a 403(b) retirement plan administered by Wespath Benefits and Investments (Wespath)—the largest reporting faith-based pension fund. 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 as a percentage of your eligible compensation or in flat-dollar amounts 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
- Distribution options: cash installments, partial lump sums or a single lump sum
- On-demand and quarterly account statements
- Access account information 24/7 through Benefits Access (benefitsaccess.org) and through our automated phone system
- Participant forms and other information available at wespath.org
- Representatives available to answer calls at 1-800-851-2201 business days 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

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 additional cost to you.* Just call EY directly at 1-800-350-2539 business days from 8:00 a.m. to 7:00 p.m., Central time.

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

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 your UHC ID Card).

Flexible Spending Accounts and/or Health Savings Account


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 1st 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 email the BWC Benefits Office for more information at benefitsoffice@bwcurve.org

Local Church Lay Employees Benefits - 2021
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 type 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 plan, please contact a member of the Human Resources and Benefits office at benefitsoffice@bwcumc.org

Peace and Blessings,

Frances Tagoe
Director, Human Resources and Benefits

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