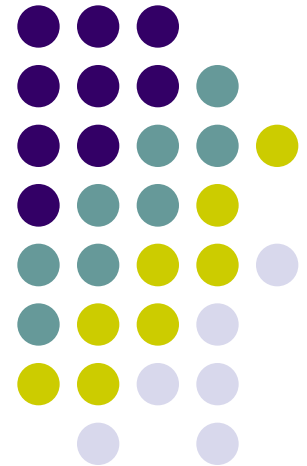


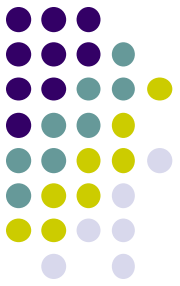
Methods to Develop an Effective Conference Board of Pensions



Wendy L. McCoy, SPHR

Florida Conference of The United Methodist Church

Essential Steps for Board Recruitment

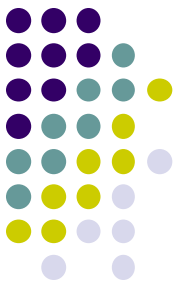


- Learn the nominations process and timing for your Conference
- Describe qualifications for board members
- Solicit District Superintendents assistance in identifying appropriate candidates
- Use your internal connections to pre-screen members sent to Nominations Committee



*"As board members, we need to speak with one voice.
I'm suggesting Donald Duck."*

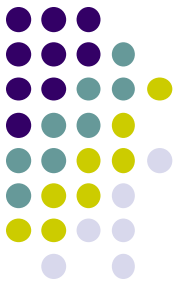
Critical Activities for Board Development



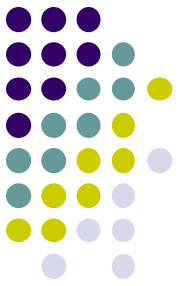
- Orientations for new and Inactive board members
- Establish Executive Committee and Subcommittees to do the work outside of regular meetings
- Identify members with potential and groom them for future leadership positions
- Establish expectations for participation and enforce them (Ex: members can be replaced if they miss x# meetings)



AGENDA

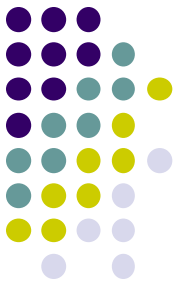


- Conference Vital Statistics
- Mission of Conference Board of Pensions and Health Benefits (CBOPHB)
- Responsibilities of CBOPHB
- Introduction to CBOPHB Acronyms
- Review benefit plan eligibility
- History of pension plan program
- Conference funding and financing of benefit plans
- Next meeting date: February 17, 2017



Vital Statistics

- Florida is one of the largest Annual Conferences
- 2017 Annual Conference Budget = \$19,103,918
- Over 700 local churches
- Number of clergy enrolled or receiving pension/retirement plan benefits:
 - Active 652
 - Retirees (& surviving spouses) 722
- Number of employees/retirees enrolled in health insurance:
 - Active 600
 - Retired 448



Mission of the Board

The Conference Board of Pension and Health Benefit's mission is to provide governance and oversight of the administration, funding and financing of all pension, health, and welfare benefit programs for eligible clergy of the Florida Conference.



General Responsibilities

- Governance and oversight of pension and health benefit programs for clergy of the Florida Conference
- Determine method of funding pension plan contributions
- Review and approve annual CBOPHB budgets
- Monitor board's financial position by reviewing and approving the Comprehensive Benefit Funding Plan document
- Establish and regularly review Conflict of Interest policy
- Establish and monitor annual support for clergy health insurance
- Approve changes for Pre-82 plan Past Service Rate (PSR)
- Review requests for Special Grants



Overview of Benefit Eligibility

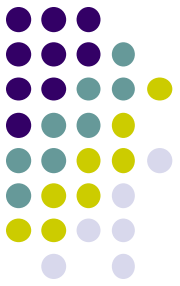
- Health insurance (or additional compensation)
- Clergy Protection Plan – CPP
- Pension Plans: Pre-82 plan, MPP, CRSP (including history of prior plans and benefit formulas)
- Other voluntary benefits (EY Financial Planning)

Conference Acronyms and Abbreviations

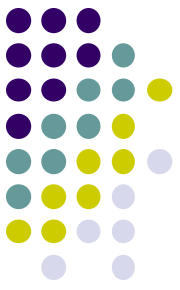


Conference	Florida Conference of The United Methodist Church
CBOPHB	Conference Board of Pension & Health Benefits
UHC	United Healthcare
PPO	Preferred Provider Organization
HSA	Health Savings Account
HRA	Health Reimbursement Account
DAC	Denominational Average Compensation
CAC	Conference Average Compensation
UMPIP	United Methodist Personal Investment Plan
MPP	Clergy pension plan in place prior to Ministerial Pension Plan (component)
CRSP	Clergy Retirement Security Program
CPP	Comprehensive Protection Plan
Pre-82 Plan	Ministerial Pension Plan (component)
PSR	Past Service Rate
Blended Rate	Clergy health insurance premium billed to local church
DB	Defined Benefit pension plan formula
DC	Defined Contribution pension plan formula
LifeStage Investment Management	Allocates retirement account contributions among five Wespath investment funds according to individual investment profile

Board Member Commitment



- Meet at least twice annually—usually in February and August
- Next meetings: **February 10 and August 25, 2017**
- Sign up to participate on a Subcommittee or Task Force
- The Conference needs your active participation on this committee



Other Considerations

- Understand the Conference Standing Rules for the CBOPHB
- Read the CBOPHB report included in your Journal
- Ask for a dedicated Cabinet Liaison to join CBOPHB (usually a District Superintendent)
- Set up board membership to rotate leadership roles between clergy and laity
- Seek your Conference's best and brightest members to serve on CBOPHB



Questions ?

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