

Quadrennial  
Benefits  
Conference



# Eligibility for Clergy Benefits: A Closer Look



**Wespath**  
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# Conference Eligibility Decisions

## Retirement Plans








- Clergy Retirement Security Program (CRSP)
- United Methodist Personal Investment Plan (UMPIP)

## Welfare Plans (Disability and Life)

- Comprehensive Protection Plan (CPP)
- *UMLifeOptions*

**Always eligible for CRSP and CPP—  
clergy appointed full-time**

# CRSP Eligibility—A Review

Plan	Full-Time Appointment	$\frac{3}{4}$ -Time Appointment	$\frac{1}{2}$ -Time Appointment	$\frac{1}{4}$ -Time Appointment	Less than $\frac{1}{4}$ -Time Appointment
CRSP through 12/31/13					CRSP DC only
CRSP as of 01/01/14		Conference elects	Conference elects		

# Conference CRSP Eligibility Elections

	<b>½-Time and Greater</b>	<b>¾-Time and Greater</b>	<b>Full-Time Only</b>
<b>2014</b>	<b>39</b>	<b>8</b>	<b>10</b>
<b>2016</b>	<b>37</b>	<b>9</b>	<b>10</b>

# Conference CRSP Coverage Decisions

- 37 conferences elected to cover *½ time and greater* appointments in CRSP
  - 10 will offer UMPIP to ¼ time appointments
- 9 conferences elected to cover *¾ time and greater* appointments in CRSP
  - 2 will offer UMPIP to ¼ time appointments
  - 4 will offer UMPIP to ½ time appointments
- 10 conferences elected to cover *only full-time* appointments in CRSP
  - 8 will offer UMPIP to ¼ time, ½-time, and ¾-time appointments










# Conference Elections—Welfare Plans

- Comprehensive Protection Plan
  - $\frac{3}{4}$ -time appointments
  - 12 months continuation for certain leaves or ineligible appointments
- *UMLifeOptions*
  - Clergy not in CPP
  - Appointed less than full-time

# CPP Elections

- $\frac{3}{4}$ -time elders, deacons, associate members
- Local pastors in appointments classified as  $\frac{3}{4}$ -time
- 12 months continuation for
  - Voluntary Leave
  - Sabbatical
  - Attend School
  - Medical Leave (if no CPP disability benefits)

# *UMLifeOptions*—Conference Choices

Clergy Category	$\frac{3}{4}$ -Time	$\frac{1}{2}$ -Time	$\frac{1}{4}$ -Time
Elders, Deacons, Associate Members			
Local Pastors			
Members of Other Denominations			



# Conference Welfare Plan Elections

CPP	$\frac{3}{4}$ -Time	$\frac{1}{2}$ -Time	$\frac{1}{4}$ -Time
Elders, Deacons	39	N/A	N/A
Local Pastors	16	N/A	N/A

<i>UMLifeOptions</i>	$\frac{3}{4}$ -Time	$\frac{1}{2}$ -Time	$\frac{1}{4}$ -Time
Elders, Deacons	2	11	3
Local Pastors	0	2	0
Other Denomination	0	2	0

	Voluntary Leave	Sabbatical	Attend School	Medical Leave
CPP	13	26	12	22

# Clergy Benefit 2017 Cost—Examples

## Full-Time

Compensation (Salary + Housing)	CRSP Defined Benefit	CRSP Defined Contribution*	Comprehensive Protection Plan	Total
\$40,000	\$5,582	\$1,200	\$1,200	\$7,982
\$70,000	\$5,582	\$2,100	\$2,100	\$9,782
\$150,000	\$5,582	\$4,500	\$4,212	\$14,294

## 3/4-Time

Compensation (Salary + Housing)	CRSP Defined Benefit	CRSP Defined Contribution*	Comprehensive Protection Plan**	Total
\$25,000	\$4,187	\$750	\$750	\$5,687
\$40,000	\$4,187	\$1,200	\$1,200	\$6,587

\* Includes 1% match

\*\* If conference elects CPP for ¾-time

# Costs—CPP vs. *UMLifeOptions*

## 3/4-Time, Compensation = \$25,000

Age	CPP (2017)	UMLifeOptions*
37	\$750	\$ 145
52	\$750	\$ 450
67	\$750	\$1,610

## 3/4-Time, Compensation = \$40,000

Age	CPP (2017)	UMLifeOptions*
37	\$1,200	\$ 195
52	\$1,200	\$ 570
67	\$1,200	\$1,790

\*\$50,000 life benefit, \$20,000 spouse life benefit, 90-day disability elimination period

# Case Study

Wesley UMC wants to move from a  $\frac{3}{4}$ -time to full-time appointment.  
How much more will this cost?

- Minimum full-time salary = \$40,000
- Wesley has parsonage
- CRSP DB billing is 10% of plan compensation
- Full-time clergy are in conference health plan
- Health insurance annual premium = \$15,000

# Feedback and Discussion

- What plan rules or conference elections complicate appointment-making or dealing with local churches?
- What eligibility changes would be helpful to:
  - Local churches?
  - Pastors?
  - Cabinets?



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