



BWC clergy benefit eligibility chart –2017

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 =\$68,876 for 2017	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 \$68,876 DC=3% of Plan Compensation	CPP REQUIRED	3% of Plan Compensation	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 \$68,876 DC=3% of Plan Compensation	UMLifeOptions (new in 2017) REQUIRED	3% of Plan Compensation	
1/4 time (MEDICAL – NO)	NOT ELIGIBLE		UMLifeOptions (new in 2017) REQUIRED	3% of Plan Compensation	OPTIONAL

LOCAL PASTORS & MEMBERS OF OTHER NON-METHODIST DENOMINATION

LOCAL PASTORS/MOD	CRSP		CPP/UMLifeOptions		UMPIP
Full Time (MEDICAL REQUIRED)	REQUIRED	DB=12% of Plan Compensation - limited by the DAC \$68,876 DC=3% of Plan Compensation	CPP REQUIRED	3% of Plan Compensation	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 \$68,876 DC=3% of Plan Compensation	NOT ELIGIBLE	N/A	

All ACTIVE PASTORS - three-quarters time (75%) and full-time (100%) appointment must be enrolled on the BWC medical plan (HEALTHFLEX)

1/2 time (MEDICAL – NO)	OPTIONAL - waiver form must be completed	DB=12% of Plan Compensation - limited by the DAC \$68,876 DC=3% of Plan Compensation	NOT ELIGIBLE	N/A	
1/4 time (MEDICAL – NO)	NOT ELIGIBLE	N/A	NOT ELIGIBLE	N/A	OPTIONAL

BENEFITS - SPECIAL ARRANGEMENTS FOR LEAVE STATUS				
CLERGY STATUS	PENSION	CPP - death & disability	MEDICAL	UMPIP
SABBATICAL LEAVE (Full Member & Associate Member only)	NOT ELIGIBLE	OPTIONAL - 1 YEAR 4.4% of DAC	Optional - 1 year	NOT ELIGIBLE
ATTEND SCHOOL (Full Member & Associate Member only)	NOT ELIGIBLE	OPTIONAL - 1 YEAR 4.4% of DAC	Optional - 1 year	NOT ELIGIBLE
MEDICAL LEAVE (Full Member, Provisional Member & Associate Member)	NOT ELIGIBLE	OPTIONAL - 1 YEAR 4.4% of DAC	Optional - 1 year	NOT ELIGIBLE
MEDICAL LEAVE - CPP APPROVED	Eligible per CPP plan document	N/A	COVERED - based on Years of Service	Optional - check with Benefits Office
VOLUNTARY LEAVE: PERSONAL & FAMILY (Full Member, Provisional Member & Associate Member)	NOT ELIGIBLE	OPTIONAL - 1 YEAR 4.4% of DAC	Optional - 1 year	NOT ELIGIBLE
INVOLUNTARY LEAVE (Full Member, Provisional Member & Associate Member)	NOT ELIGIBLE	OPTIONAL - 1 YEAR 4.4% of DAC	Optional - 1 year	NOT ELIGIBLE
TRANSITIONAL LEAVE (FM, PM, AM, FD, PD)	NOT ELIGIBLE			
MILITARY LEAVE - BENEFITS THROUGH THE MILITARY - BWC BENEFITS WILL BE REINSTATED UPON RETURN	NOT ELIGIBLE	NOT ELIGIBLE	MILITARY BENEFITS	NOT ELIGIBLE

All ACTIVE PASTORS - three-quarters time (75%) and full-time (100%) appointment must be enrolled on the BWC medical plan (HEALTHFLEX)

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		

All ACTIVE PASTORS - three-quarters time (75%) and full-time (100%) appointment must be enrolled on the BWC medical plan (HEALTHFLEX)