



BWC clergy benefit eligibility chart –2018

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|---|---|---|
| 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 = \$70,202 for 2018 | 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 \$70,202 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 \$70,202 DC=3% of Plan Compensation | UMLifeOptions (new starting 2017) REQUIRED | 3% of Plan Compensation | OPTIONAL |
| 1/4 time (MEDICAL – NO) | NOT ELIGIBLE | | UMLifeOptions (new starting 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 \$70,202 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 \$70,202 DC=3% of Plan Compensation | NOT ELIGIBLE | N/A | OPTIONAL - Conference strongly encouraged 1% of clergy plan compensation to receive the match |

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 \$70,202 DC=3% of Plan Compensation | NOT ELIGIBLE | N/A | |
| 1/4 time (MEDICAL – NO) | NOT ELIGIBLE | N/A | NOT ELIGIBLE | N/A | 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 | | |

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