

**Mountain Sky Conference of The United Methodist Church  
2020 Comprehensive Benefit Funding Plan  
Submitted for Approval by the 2019 Annual Conference**

The 2016 *Book of Discipline* ¶ 1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding all of its benefit obligations. The funding plan is submitted annually to Wespath Benefits and Investments (Wespath), and after approval by Wespath, shall be approved by the annual conference.

**The Conference Board of Pension and Health Benefits recommends approval of the 2020 Comprehensive Benefit Funding Plan.** Some highlights of the plan include:

**A. Clergy Retirement Security Program (CRSP)**

- The current denominational pension plan that provides benefits to clergy for years of service beginning January 1, 2007. There is a defined benefit and a defined contribution component.
- The CRSP Defined Benefit Plan is currently funded at 109%. The required contribution in 2020 will be \$1,221,000. The Mountain Sky Conference will fund this amount by direct billing to churches/charges.
- The estimated 2020 Defined Contribution portion is \$410,000 and will be funded by direct billing to churches/charges.

**B. Ministerial Pension Plan (MPP)**

- Provides clergy with a pension for their years of service with The United Methodist Church from 1982 through 2006.
- The Ministerial Pension Plan is currently funded at 108% and no contribution is required in 2020.

**C. Pre-1982 Plan**

- The Pre-82 Plan is a defined benefit plan that provides clergy with a pension for their years of service prior to 1982.
- The Past Service Rate (PSR), is the dollar amount chosen by a Conference as the amount payable for each approved year of service with pension credit.
- The Conference Board of Pension and Health Benefits recommends that the Past Service Rates increase 3% effective January 1, 2020 to be:
  - \$630 per service year for the legacy Rocky Mountain Conference
  - \$500 per service year for the legacy Yellowstone Conference.
- The contingent annuitant percentage will remain at the 70% level.
- The Pre-1982 Plan is currently funded at 145% and no contribution is required in 2020.

#### **D. United Methodist Personal Investment Plan (UMPIP)**

- This is a 403(b) defined contribution retirement savings plan. Clergy and lay staff may make elective contributions to the Plan. The Mountain Sky Conference currently requires a contribution from the church/charge for ½ time clergy, and a contribution for Conference lay staff.
- The estimated 2020 contribution for clergy is \$124,000 and will be funded by direct billing to churches/charges.
- The estimated 2020 contribution for lay staff is \$109,000 and will be funded by the Conference budget.

#### **E. Active Health Benefit Program**

- The conference offers the HealthFlex program for full-time clergy and Conference lay staff. Two plans will be offered in 2020 through Blue Cross Blue Shield – PPO B1000 (Preferred Provider Organization) and CDHP C2000 (Consumer Driven Health Plan).
- The cost for this benefit is estimated to be \$3,124,000 in 2020 and it will be funded by direct billing to churches/charges.
- The Conference will provide a Health Reimbursement Account (HRA) in 2020 for each participant plus eligible spouse that completes the Blueprint for Wellness in 2019. This benefit is estimated to cost \$41,000 and it will be funded by dividends that have been earned from the HealthFlex program.

#### **F. Post-Retirement Medical Program (PRM)**

- The Conference post-retirement medical benefit currently offers a Health Reimbursement Account (HRA) to eligible retired clergy, lay employees, spouses and surviving spouses.
- The funding obligation for 2020 is estimated to be \$450,000. The Conference budget includes \$50,000 of this cost and the remainder will be paid from assets designated to fund our retiree healthcare liability.
- The Conference post-retirement medical benefits program is currently fully funded.

#### **G. Comprehensive Protection Plan (CPP)**

- The Comprehensive Protection Plan (CPP) provides death, long term disability and other welfare benefits for eligible clergy and their families.
- For 2020, the Mountain Sky Conference has an expected required contribution to the CPP of \$432,000, which will be funded by direct billing to churches/charges.

The Mountain Sky Conference 2020 Comprehensive Benefit Funding Plan has received a favorable written opinion from Wespath Benefits and Investments, and is recommended for approval by the Annual Conference.