



AUMCPBO—September 2019



Wespath

BENEFITS | INVESTMENTS

Plan Design Implementation

Compass



Compass Implementation



WRONG!

Compass Implementation

***Lots and lots of little things
need to happen...***



“Efforts”

New Plan

Changes to the plan formula and other items that cut across all areas (e.g., delegation meeting)

DB to DC

For some groups, mandatory conversion of accrued DB benefit into opening account balance in *Compass* plan

Online Elections

Ability for participants to make elections online rather than via paper election forms

LSRI

Modifications to LifeStage payout program including Social Security bridge and deferred annuity

More “Efforts”

PS Billing

All plan sponsors move towards mandatory electronic billing

Auto Features

Adjustments to incorporate mandatory automatic features for all clergy

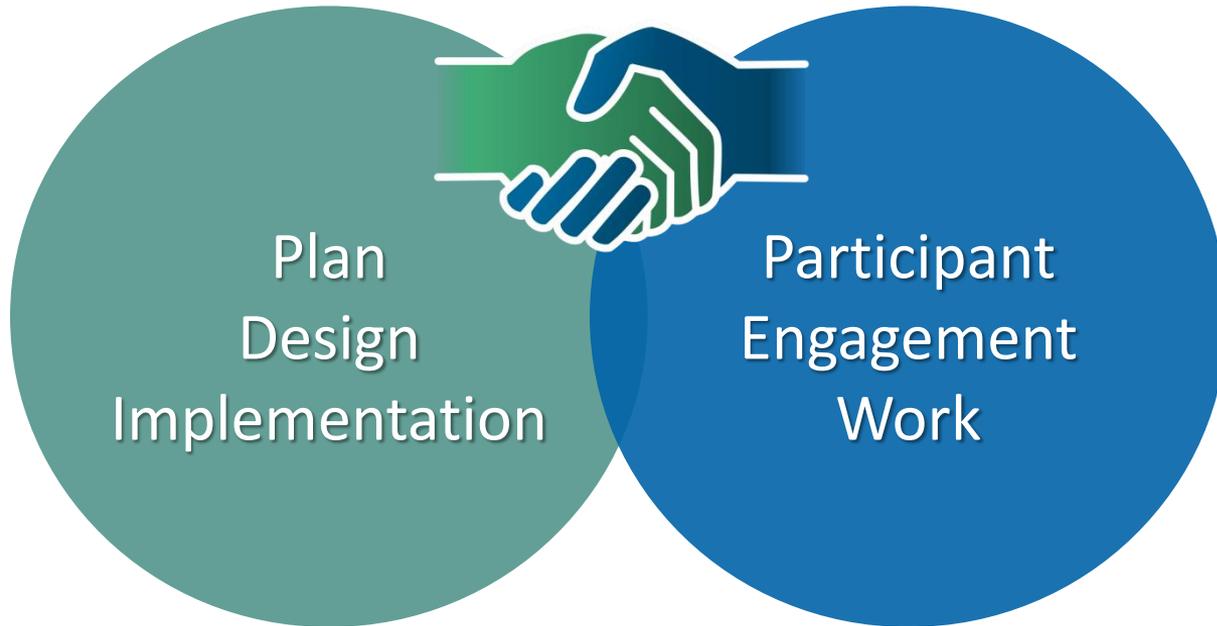
MPP Options

Option given to participants to convert 65% MPP annuity into *Compass* balance with LSRI payout

Participant Tools

Required (and/or desired) modifications to tools including Benefits Access

Relation to Participant Engagement Work



Implementation Planning

The following pages provide the suggested staging of the required work



Milestones that are either fixed



Subject to final determination
in the context of project plans



Steps that could be viewed as optional
(although necessary for success)



Plan Design Implementation Roadmap 2019



CF ▲ | **Legislation ▲ for GC '20** | **AUM ▲** | **Website Go-Live ▲**

Communic./ Training

- Refresher Webinar (Q3)
- Delegation materials (Q3)
- Delegation training (Q4)
- Process reminders (Q4)

Admin Processes

- Improve reporting (Q4)
- Business Requirements (Q4)

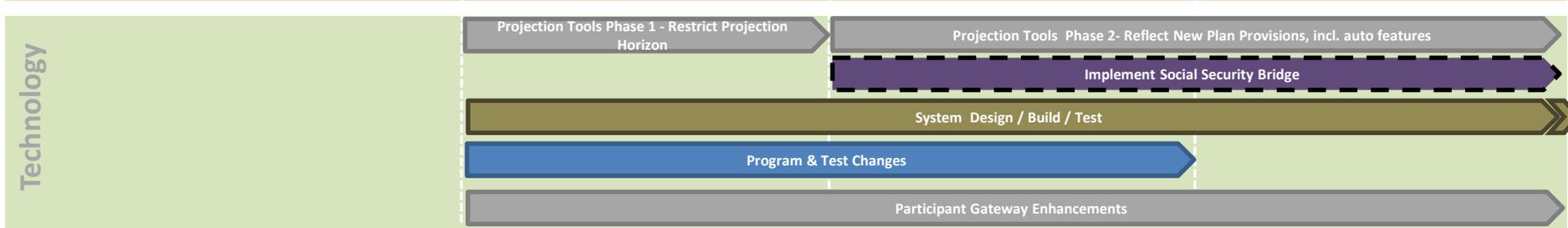
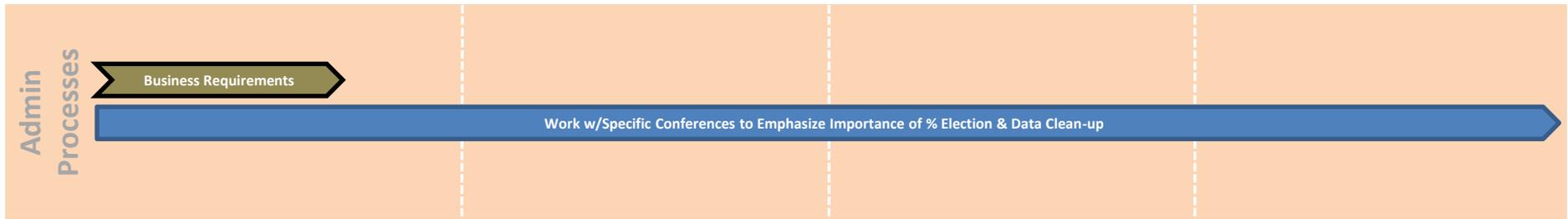
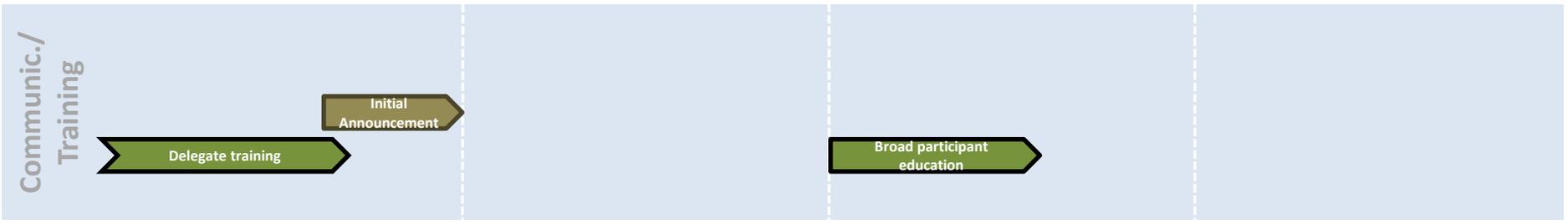
Technology

- Message in Projections (Q3)



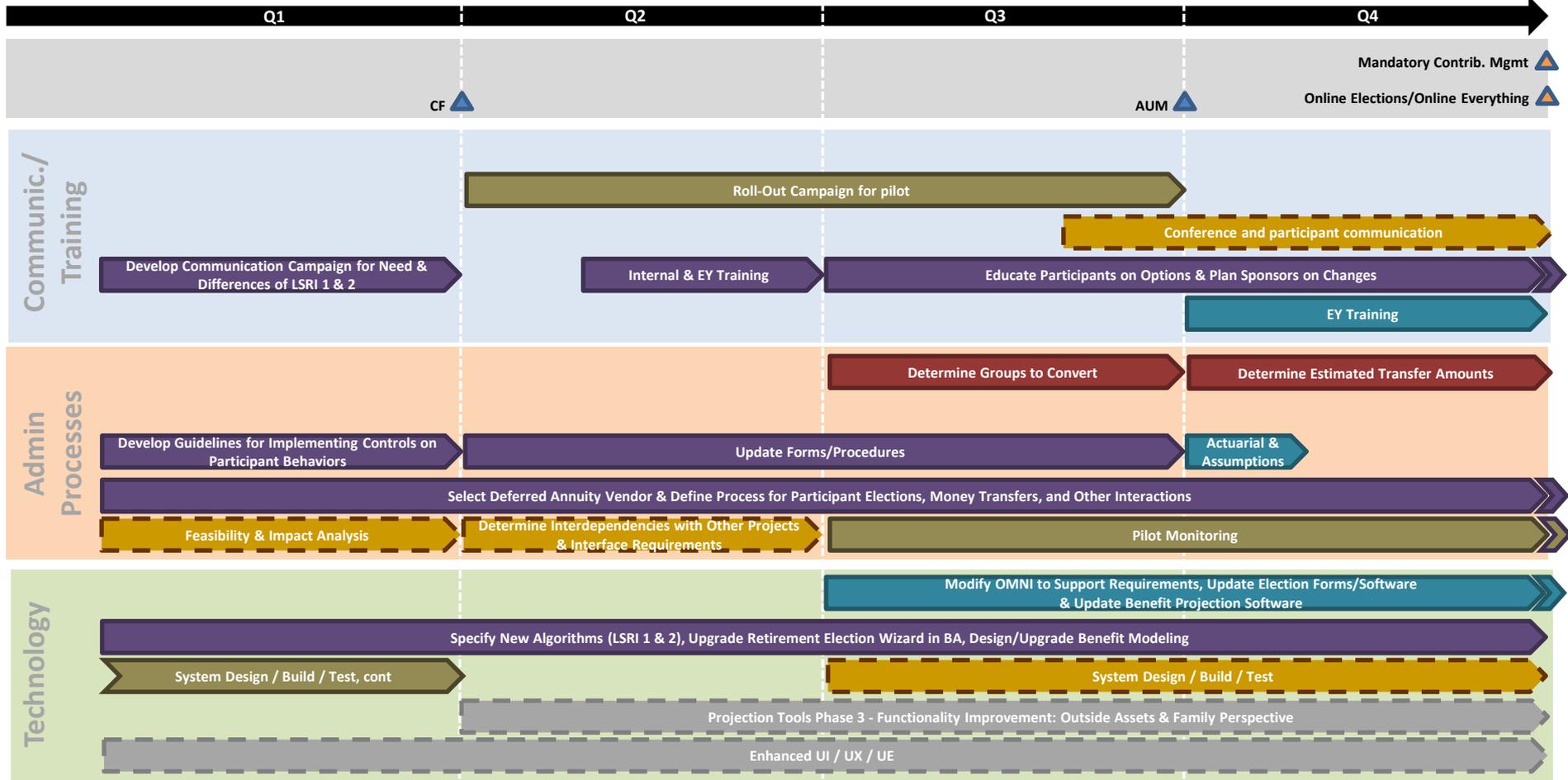
Plan Design Implementation Roadmap 2020

DB to DC	LSRI	MPP Options
New Plan	PS Billing	
Online Elections	Auto Features	Participant Tools



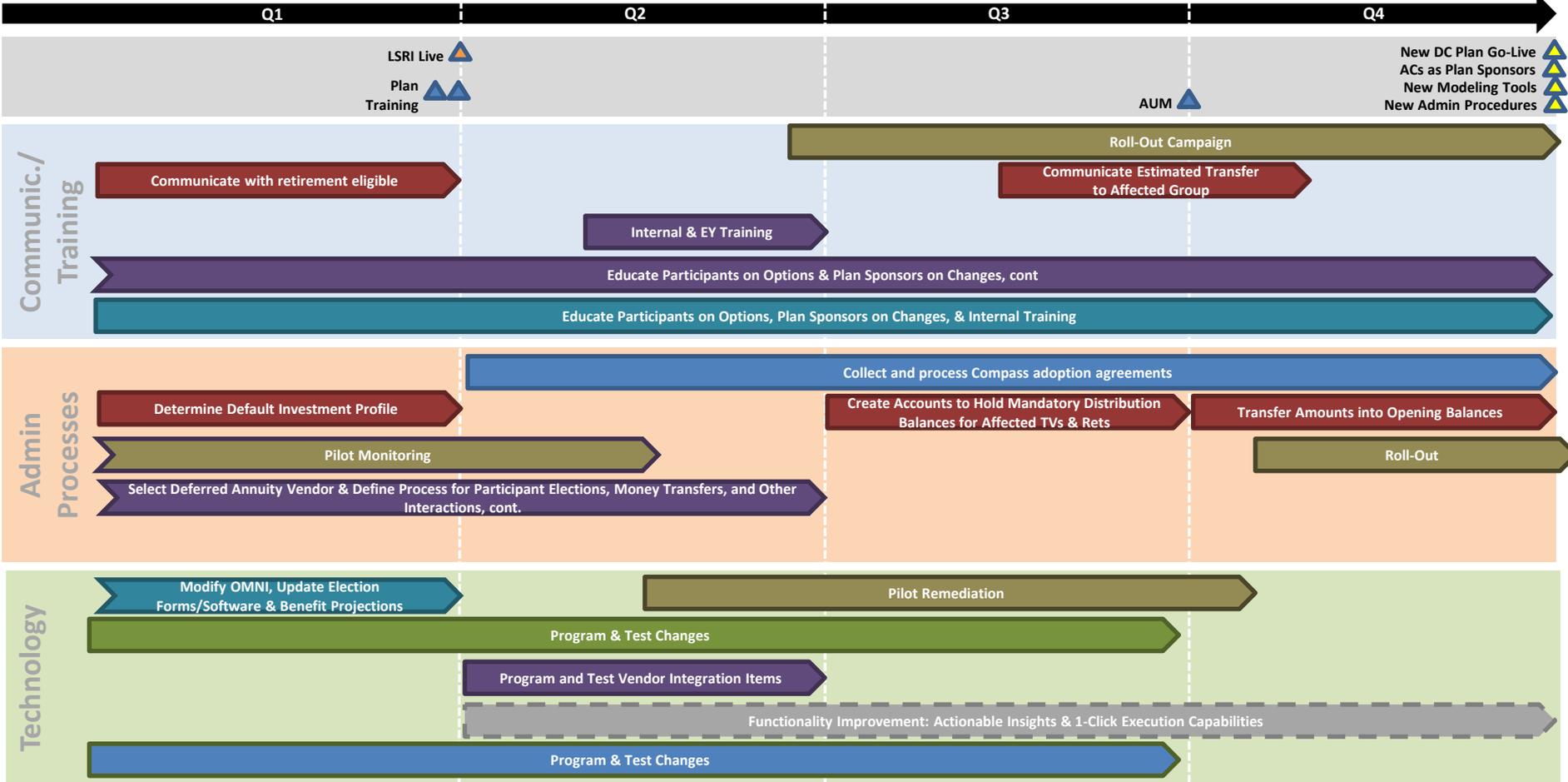
Plan Design Implementation Roadmap

2021



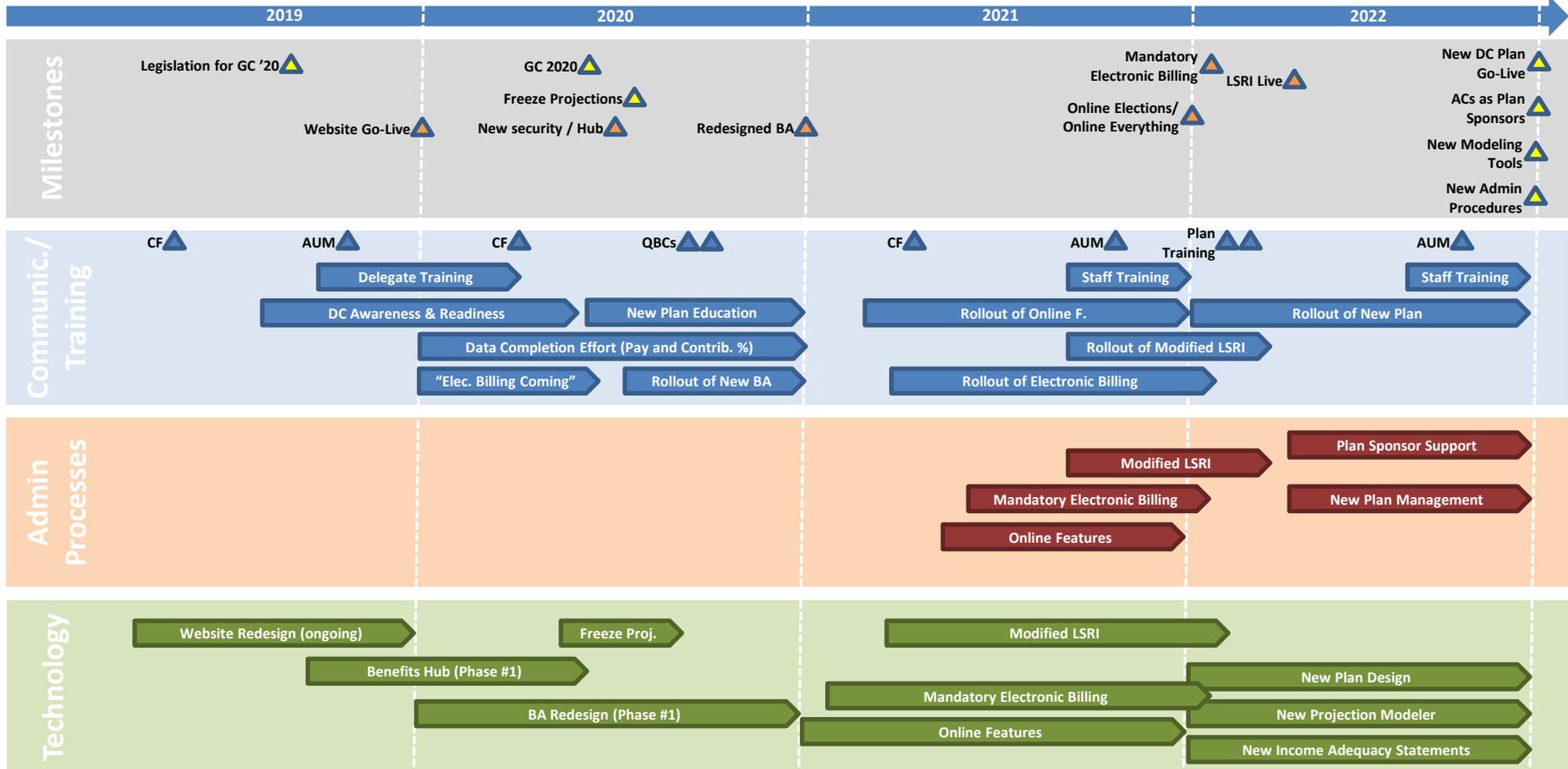
Plan Design Implementation Roadmap

2022



High Level Plan Design Implementation Roadmap

as of 8/5/2019



Change Management

- Implementing *Compass* requires more than system changes
 - A robust communication and change management effort is needed
- All stakeholders will move through phases
 - **Awareness** ⇒ **Understanding** ⇒ **Acceptance** ⇒ **Commitment**
- Full communication plan exists that describes the audiences and methods used

Key Audiences

Primary audiences directly affected by new plan design

- Participants
- CBOs/Treasurers
- Delegates
 - Include a focus on new and younger delegates
- Local Church Administrative Staff
- Wespath Staff



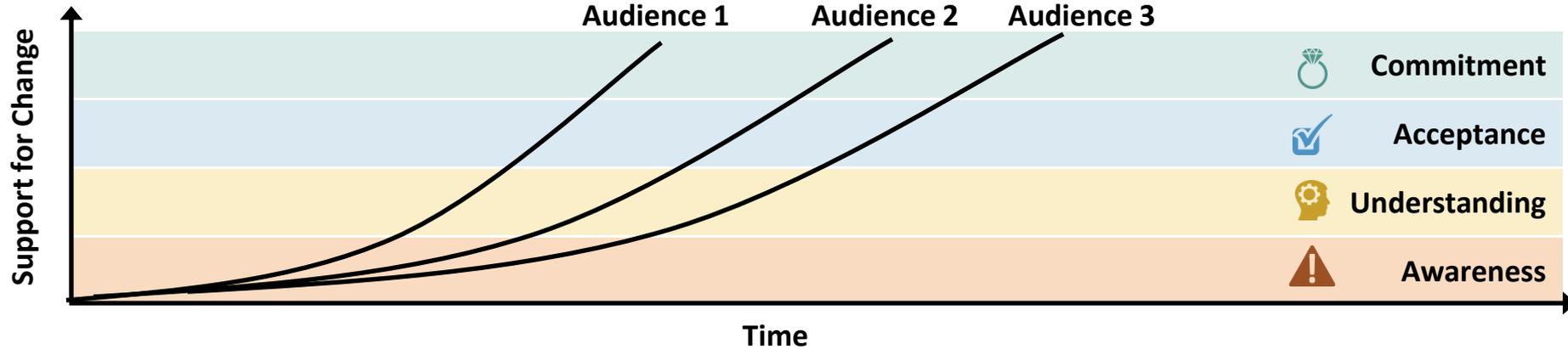
Secondary Audiences

Secondary audiences, who often serve as influencers

- Bishops
- BOD
- Y-LAB
- CBO Advisory Group
- Social media influencers



Example of Change Curve



Awareness

Know that change is imminent. They do not know yet what will be the benefits coming from the change.



Understanding

Are able to explain the impact of the change.



Acceptance

Have a positive attitude toward the change. They are prepared and willing to “give it a try”.



Commitment

Ready to champion the changes and will do everything they can to make it work.

CBOs—Advocates for New Plan

Awareness, Understanding, Acceptance (2018-2019)

- **Goal 1:** Provide an overview of new plan design features
- **Goal 2:** Seek and incorporate feedback on new plan design features
- **Goal 3:** Conferences have a complete understanding there will be administrative implications with the new plan
- **Goal 4:** Conferences are becoming familiar with auto features

Commitment (2020-2022)

- **Goal 1:** You (CBOs) work as an advocate for the new plan. Wespeth can rely on you to carry our message forward to your conferences
- **Goal 2:** Conferences implement new auto billing
- **Goal 3:** Conferences assume UMPIP sponsorship and migrate into auto features



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