



Compass: Remittance Topics

Conference/Church Contributions



Flat-dollar contribution

\$150* per month
(Helps lower paid clergy)



Pay-dependent contribution

3% of pay



Matching contribution

\$1/\$1 match on
up to **4% of pay**



*2026 amount; increases 2% per year in \$5 increments.

Extra Features Boost Retirement Savings



Student Debt

Employer match on qualified student loan payments up to 4%



Parsonage Value

Increases parsonage value when calculating plan compensation



Automatic Features

- Automatic enrollment
- Automatic escalations
- Managed retirement income

WHY: • Equity for lower-paid clergy | • Helps clergy save for retirement

Compensation Highlights



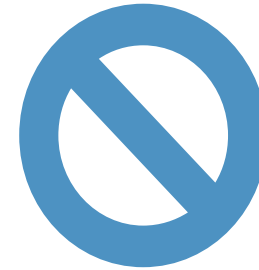
Parsonage

35% of Annual Base Wages

Minimum of \$10,000

Maximum 35% of Bishop Salary

Not prorated if less than full time appointment



Excludes

Severance Pay

One time or occasional payments
(i.e., bonus or expense reimbursements)

Compass As Percentage of Compensation

Compensation	\$40k	\$78k	\$156k
Flat dollar contribution (\$150/month)	\$1,800	\$1,800	\$1,800
3% of Plan Compensation	\$1,200	\$2,340	\$4,680
4% Match	\$1,600	\$3,120	\$6,240
Total Plan Sponsor Contribution	\$4,600	\$7,260	\$12,720
Percentage of Compensation	11.5%	9.3%	8.2%

- Church's contributions for lower-paid clergy = **higher percentage of pay.**
- Optional: Church/conference can contribute extra to clergy's PIP account.
- DAC - \$78k



Remittance

What are Your Biggest Concerns Around the Remittance Process?

Use your cell phone
and go to [menti.com](https://www.menti.com)
(code 3362 6283)



Remittance Process

Conference remits both Employer and Employee contributions to Wespath



Wespath
BENEFITS | INVESTMENTS

Annual Conference
Sponsored Plans
↔
Retirement Elective
Deferrals



**Annual
Conference**

Conference Collection
of
Clergy Benefits
↔
Retirement
Elective Deferrals



Churches and Employers can continue to sponsor UMPIP and remit contributions to Wespath

Some previous enhancements

- Billing changes
 - UMPIP nightly billing
 - UMPIP adjustment billing for compensation and elective deferral changes
- Elective deferrals retention



Retention of Elections Notice

- Elective deferrals will be retained for clergy who move to a new appointment within the same conference
- Notifications will be sent to the **participant** and **salary paying unit**
 - Assures proper deferral amounts are withheld at churches who remit elective deferrals

Additional Considerations

- Remittance to Conference streamlines process for local church
- Many already managing similar elections for health (e.g., HSA, DCA, FSA, etc.)
- On average, fewer than 50 contribution election changes/conference occur other than at an appointment or compensation change
- Current contribution elections are available for each conference in BAP on ***Active Participants Report***

Process to change Remittance



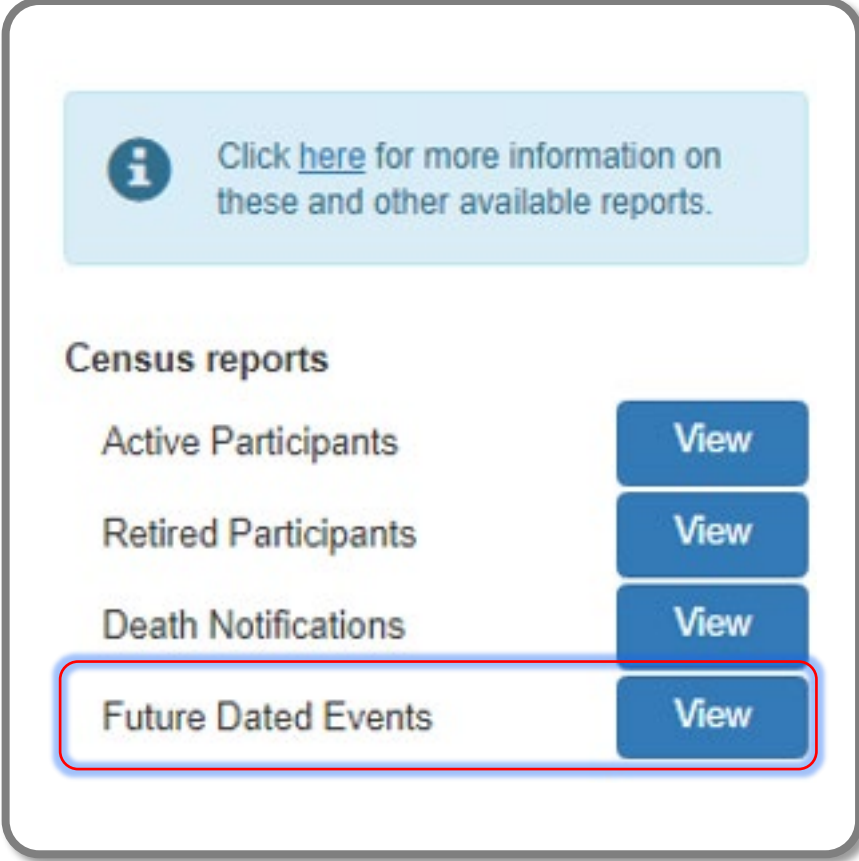
Plan 3 -5 months prior to change	Prepare 3-2 months prior to change	Communicate 1 month prior to change	Launch Month of change	Post-Launch Up to 3 months after launch
<ul style="list-style-type: none"> • Review intent to Pilot new model with Wespath Plan Administrator • Determine action needed to incorporate billing of participant contributions to the local church 	<ul style="list-style-type: none"> • Submit amended Adoption Agreement to Wespath • Set-up direct billing with local church 	<ul style="list-style-type: none"> • Notify local church 	<ul style="list-style-type: none"> • Include participant contributions in existing local church billing processes (e.g., reconciliation processes, etc.) • Monitor receipt of participant contributions from churches 	<ul style="list-style-type: none"> • Provide feedback to Wespath to assist other Conferences



Reporting

Future Dated Event Report

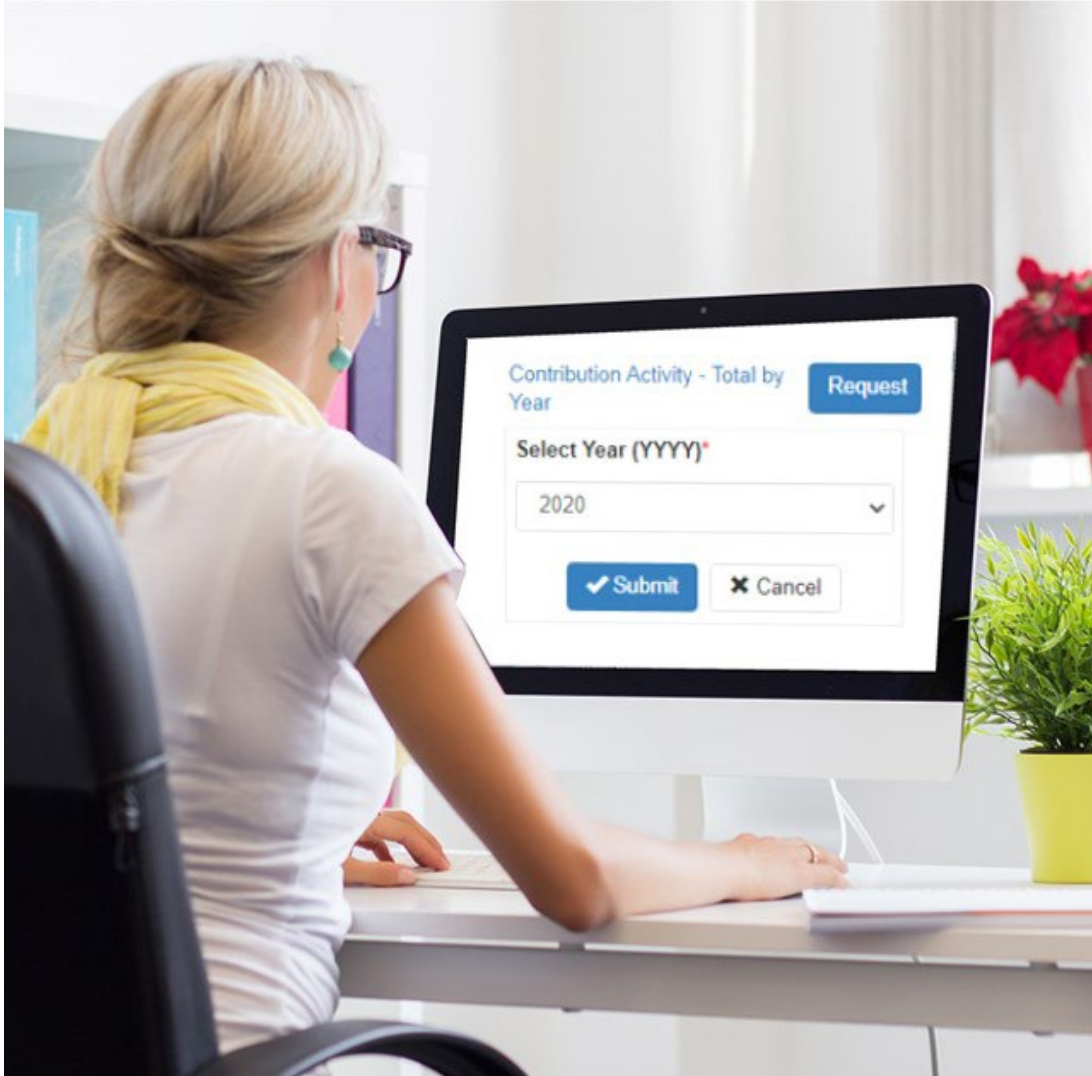
- **Include all clergy with active Future Dated Events**
 - Events with an effective date greater than current date
 - Conference or organization specific
- **Examples of included data**
 - Membership effective date, conference, type
 - Service effective date, type
 - Total compensation
 - Contribution effective date, types
 - Address information



The screenshot shows a user interface with a light blue header bar containing an information icon and a link: "Click [here](#) for more information on these and other available reports." Below this is a section titled "Census reports" with a list of four items, each with a "View" button to its right. The items are "Active Participants", "Retired Participants", "Death Notifications", and "Future Dated Events". The "Future Dated Events" row is highlighted with a red rectangular border.

Census reports	
Active Participants	View
Retired Participants	View
Death Notifications	View
Future Dated Events	View

Contribution Activity Report



- Contribution total by year
- Annualized data for participants; may be pulled up to 5 years from current year
- Plan and contribution type

Existing Contribution Activity Report

- Enhanced to allow for data to be pulled by origination date and post date
- Ability to include amount billed
- Report up to 3 years prior to current year

Contribution reports

Contribution Activity [Request](#)

Include data based on?*

Origination Date

Post Date

Include Billed Amounts?*

Yes

No

From Date*

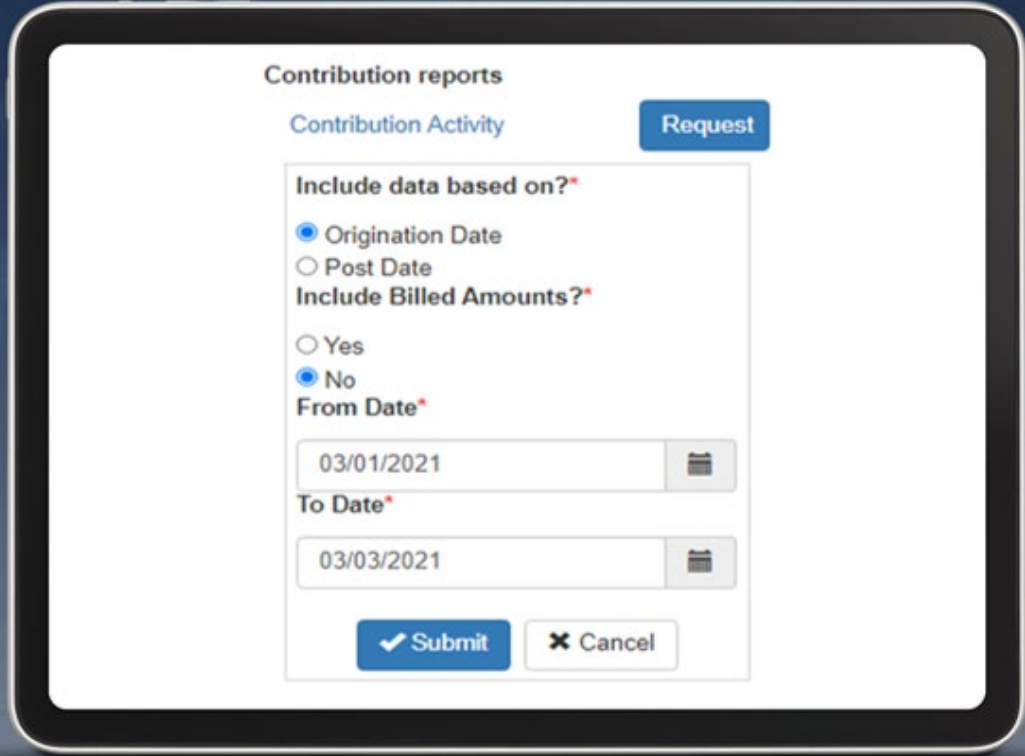
03/01/2021

To Date*

03/03/2021

Active Clergy Report

- Will be updated to reflect components of Compass Plan



The screenshot shows a web form titled "Contribution reports" with a sub-section "Contribution Activity". A blue "Request" button is located in the top right corner. The form contains the following fields and options:

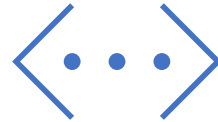
- Include data based on?***
 - Origination Date
 - Post Date
- Include Billed Amounts?***
 - Yes
 - No
- From Date***
03/01/2021
- To Date***
03/03/2021

At the bottom of the form are two buttons: a blue "Submit" button with a checkmark icon and a white "Cancel" button with an 'X' icon.

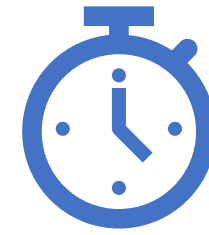
Future Enhancements



Additional Reports



Better integrations



Defined Timelines



Other Topics



Plan Sponsor Contributions (4.1)

Typically settled monthly

Student loan true-ups

- Will likely happen once per year

Disabled Participants – CPP & Medical Leave

- CPP will pay for Disabled Participants
- Conference (if elected) would cover those on Medical Leave

Participant Contributions (4.2)

- Will settle monthly with plan sponsor contributions
- Constant True Up Provisions
- Can be percentage or flat dollar
- Elections will move with participant to new appointment



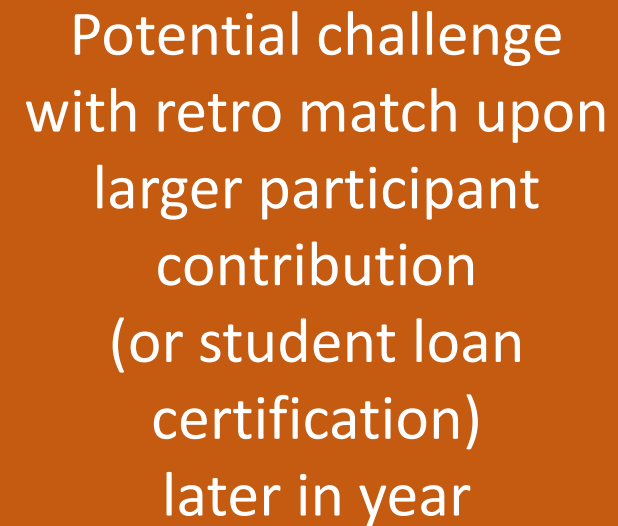
Billing Options

Participant Contributions

- Must charge precise amount per election

Options for Plan Sponsor Contributions

- Precise billing with precise match
- Precise billing with full 4% match (regardless of participant's actual election)
- Apportionment as % of pay
- Blended option



Potential challenge with retro match upon larger participant contribution (or student loan certification) later in year

Billing Preference

Use your cell phone
and go to [menti.com](https://www.menti.com)
(code 3362 6283)



Missionary Conference Funding (1.4)

Responsible for funding non-matching contributions (i.e. flat dollar and non-conditional match)

- Alaska
- Central Apalachin
- Oklahoma Indian Missionary

Funding from existing plan shared among Conferences

Late Contributions

- Subject to missed earnings
- Should be remitted as quickly as possible
- Salary Paying unit has initial liability to make late contributions and imputed earnings
- If the Salary Paying Unit Fails to then subject to Plan Sponsor

Arrearage



Management / Policy



Involvement



Updated Election Forms

A hand is shown holding a heart-shaped yellow leaf against a sunset sky. The sun is visible in the background, creating a lens flare effect. The leaf is the central focus, and the words "Thank You!" are written in a black, cursive font across its center. A blue diagonal graphic element is present in the bottom right corner.

*Thank
You!*



Wespath

BENEFITS | INVESTMENTS