

CLERGY WITHDRAWAL FROM NEW MEXICO ANNUAL CONFERENCE

Benefits Impact

When active clergy make the decision to withdraw from the New Mexico Annual Conference, all ongoing Health and Pension benefits for both the covered clergy and their dependents will end on the last day of the month the withdrawal is effective. (Charts below from Wespath document 5861/050622)

Pension

Retirement Plans	Active Clergy		Retired Clergy
	Elders, Deacons withdrawing via <i>Book of Discipline</i> ¶360	Local Pastors, Provisional Members, Associate Member	
Clergy Retirement Security Program (CRSP) Defined Benefit (2007-Present)	Actuarial value of annuity is converted to account balance and moved to UMPIP	Life annuity based on denominational average compensation (DAC) in year of discontinuance, available at age 62 or later	No impact: life annuity continues unchanged
Ministerial Pension Plan (MPP) (1982-2006)	65% remains as account balance (rather than being annuitized). 100% of account balance moved to UMPIP.	65% converted to life annuity as early as age 62	No impact: life annuity continues unchanged
Pre-1982 Plan	Actuarial value of annuity is converted to or remains as account balance. Moved to UMPIP	Life annuity based on Past Service Rate at discontinuance or account balance	No Past Service Rate increases after year of withdrawal; otherwise no change, life annuity continues
CRSP Defined Contribution	Remains as account balance, no additional contributions, moved to UMPIP		No impact
United Methodist Personal Investment Plan (UMPIP) (Personal Contributions)	No impact on account balance; may continue to contribute through Wespath arrangement with disaffiliated church		No impact

Health Flex and Comprehensive Protection Plan (CPP)

-Active participation will terminate on the last day of the month of the withdrawal effective date. Both CPP disability and death benefit coverage will continue if a participant is already receiving disability and will continue as long as eligible disability continues.

- For Health accounts (HSA, FSA, HRA) contact the Wespath Health Team at 1-800-851-2201, option 2, then 0 for specific questions and to get balances. This number can also be used to ask about Continuation Coverage of HealthFlex plans.

-The New Mexico Annual Conference Supplemental Policy on Medicare Marketplace & HRA Program through Via Benefits states:

A. Impact of Surrendering Credentials. If a clergyperson *who has already retired and started receiving HRA* contributions under the Plan surrenders his/her United Methodist Church credentials, the clergyperson will lose eligibility for future HRA contributions. The existing HRA balance at the time of surrender will still be accessible to the clergyperson. If a clergyperson *who has not yet retired and, as such, has not started receiving HRA contributions under the Plan* surrenders his/her United Methodist Church credentials, the clergyperson will lose eligibility for future HRA contributions.

Health and Welfare Plans	Active Clergy	Retired Clergy
HealthFlex	Loss of active eligibility (but eligible for 18 months of continuation coverage) unless the clergy member immediately transfers to a disaffiliated church/group of churches that sponsors HealthFlex in an eligible category	Depends on conference policy; possible loss of eligibility (but might be eligible for 18 months of continuation coverage)
Medicare Marketplace and Health Reimbursement Account (HRA) Program (Via Benefits)	Depends on conference policy; possible loss of eligibility for conference funded benefits	Depends on conference policy; possible loss of eligibility for conference funded benefits
Disability Benefits through Comprehensive Protection Plan (CPP)	Loss of eligibility; benefits continue if already disabled and receiving benefits as long as eligible disability continues. A disaffiliated church/group of churches may be able to adopt UMLifeOptions	Not applicable
Death Benefit, through Comprehensive Protection Plan (CPP)	Coverage ends 31 days after date of withdrawal (unless receiving CPP disability benefits, in which case coverage continues as long as eligible disability continues). A disaffiliated church/group of churches may be able to adopt UMLifeOptions	Retiree death benefit, if eligible, continues without impact

