

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

This funding plan incorporates, to the best of our understanding, the plan sponsor's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

Benefit Obligations Summary

Plan Contributions for 2022

Clergy Retirement Security Program (CRSP) DB	\$1,536,187
Clergy Retirement Security Program (CRSP) DC	\$479,400
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$0
United Methodist Personal Investment Plan (UMPIP) Lay	\$167,280
United Methodist Personal Investment Plan (UMPIP) Clergy	\$120,785
Other Defined Contribution (DC) Obligations	\$101,000
Other Defined Benefit (DB) Obligations	\$13,387
Health—Active Participants	\$4,061,479
Health—Additional Sponsored Coverage	\$19,210
Post-Retirement Medical (PRM)	\$1,688,300
Comprehensive Protection Plan (CPP)	\$462,900

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$24,330
Post-Retirement Medical (PRM)	\$1,903,269

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Susan Latessa	06/10/2021
Conference Treasurer	Robert Flask	06/11/2021
Conference Board of Pension Chair	Sara Baron	06/11/2021
Council on Finance and Administration Chair		



Opinion on **Upper New York Conference 2022** Comprehensive Benefit Funding Plan

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments

Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2019	Market Value as of 12/31/2020	
DEPOSIT ACCOUNT		\$666,159	\$1,190,342	
Pre-82 designated assets	\$0	Investment Objective	Short-term	
PRM designated assets	\$0	Actual Allocation	Equity	9.53%
			Fixed	4.04%
			Short-term	86.43%
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PENSION RESERVE FUND		\$7,066	\$8,353	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	64.99%
			Fixed	35.01%
			Short-term	0.00%
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\$	RETIRED CLERGY BENEFITS FUND	\$20,952,160	\$23,091,381	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$3,674,059	Actual Allocation	Equity	64.96%
			Fixed	34.98%
			Short-term	0.06%
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STECHEER FUND		\$1,227,061	\$711,638	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	50.43%
			Fixed	49.57%
			Short-term	0.00%
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UNY BENEFITS FUND		\$10,412,757	\$12,033,812	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	48.61%
			Fixed	51.39%
			Short-term	0.00%

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

§ *A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.*

**Upper New York Conference (374)
2022 Comprehensive Benefit Funding Plan**

Incoming Money

Primary Sources

Estimated amount for 2022

Apportionments	\$1,181,574
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Annual Apportionment	\$1,181,574
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x Expected Collection Percentage	100.00%
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Direct Billing

Other Sources

Participant Contributions

Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Deposit Account	Pension Reserve Fund	Retired Clergy Benefits Fund	Stecher Fund	Uny Benefits Fund
Available Balance		\$1,190,342	\$8,353	\$19,417,322	\$711,638	\$12,033,812
Total Allocated		\$0	\$0	\$2,752,174	\$0	\$59,210
Remaining Balance		\$1,190,342	\$8,353	\$16,665,148	\$711,638	\$11,974,602
Plan Contributions for 2022						
CRSP DB	\$1,536,187					
CRSP DC	\$479,400					
MPP						
Pre-82						
UMPIP Lay	\$167,280					
UMPIP Clergy	\$120,785					
Retiree Emergency Fund	\$25,000			\$25,000		
Retiree Moving Expense	\$40,000					\$40,000
UMLife LTD and Death Benefit for Lay Employees	\$36,000					
Special Grants	\$13,387			\$13,387		
Health Active	\$4,061,479					
Health Additional	\$19,210					\$19,210
Post-Retirement Medical	\$1,688,300			\$786,188		
CPP	\$462,900					
Ongoing Funding Contributions						
Pre-82	\$24,330			\$24,330		
Post-Retirement Medical	\$1,903,269			\$1,903,269		

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Apportionments	Direct Billing	Participant Contributions	Pre-82 Surplus	Prm In-Plan & Outside Assets
Available Balance		\$1,181,574			\$378,262	\$3,674,059
Total Allocated		\$1,181,574	\$6,270,876	\$313,693	\$0	\$0
Remaining Balance		\$0			\$378,262	\$3,674,059
Plan Contributions for 2022						
CRSP DB	\$1,536,187	\$180,641	\$1,355,546			
CRSP DC	\$479,400	\$56,359	\$423,041			
MPP						
Pre-82						
UMPIP Lay	\$167,280	\$167,280				
UMPIP Clergy	\$120,785	\$120,785				
Retiree Emergency Fund	\$25,000					
Retiree Moving Expense	\$40,000					
UMLife LTD and Death Benefit for Lay Employees	\$36,000	\$36,000				
Special Grants	\$13,387					
Health Active	\$4,061,479	\$577,509	\$3,170,277	\$313,693		
Health Additional	\$19,210					
Post-Retirement Medical	\$1,688,300		\$902,112			
CPP	\$462,900	\$43,000	\$419,900			
Ongoing Funding Contributions						
Pre-82	\$24,330					
Post-Retirement Medical	\$1,903,269					

**Upper New York Conference (374)
2022 Comprehensive Benefit Funding Plan**

Plan Contributions for 2022		Funding Needed
CRSP DB	\$1,536,187	\$0
CRSP DC	\$479,400	\$0
MPP		\$0
Pre-82		\$0
UMPIP Lay	\$167,280	\$0
UMPIP Clergy	\$120,785	\$0
Retiree Emergency Fund	\$25,000	\$0
UMLife LTD and Death Benefit for Lay Employees	\$36,000	\$0
Retiree Moving Expense	\$40,000	\$0
Special Grants	\$13,387	\$0
Health Active	\$4,061,479	\$0
Health Additional	\$19,210	\$0
Post-Retirement Medical	\$1,688,300	\$0
CPP	\$462,900	\$0

Ongoing Funding Contribution for 2022		Funding Needed
Pre-82	\$24,330	\$0
Post-Retirement Medical	\$1,903,269	\$0

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Clergy Retirement Security Program (CRSP)

Plan Overview: The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual conferences

Elections and Estimates

	Final
Eligibility requirement	75%+
Conference Full Time Equivalents (FTE)	281.00
CRSP Defined Benefit (DB)	
Required contribution for 2022	\$1,536,187
CRSP Defined Contribution (DC)	
Expected average future annual increases	2.00%
Estimated contribution for 2022	\$479,400

Rationale for each change

Adjusted to align with billing

CRSP DB Denominational Information as of 1/1/2020

Total plan liability	\$(2,075,403,337)
Total plan assets	\$2,237,383,068
Total plan funded status	\$161,979,731
Total plan funded ratio	108%
Plan sponsor's liability percentage	2.1073%

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.50%
COLA increases for actives	2.00%
Mortality	RP2014, generational projection using MP2016

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2020.

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Ministerial Pension Plan (MPP)

Plan Overview: Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP) provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

Elections and Estimates

	Final
Required contributions for 2022	\$0

MPP Denominational Annuities Information as of 1/1/2020

Total MPP annuities liability	\$(3,721,464,249)
Total plan assets	\$4,147,098,325
Total plan funded status	\$425,634,076
Total plan funded ratio	111%
Plan sponsor's liability percentage	2.8164%

Future MPP Denominational Annuitants Information as of 1/1/2020

Total participant account balances	\$3,373,198,931
Plan sponsor's participant account balances	\$63,765,793

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	RP2014, generational projection using MP2016

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2020.

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

Plan Overview: Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate)--the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; however the DBSM-based benefit does not change.

Elections and Estimates

	Final
Past Service Rate (PSR)	651
Estimated PSR cost-of-living increase	1.00%
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	5.5000%
Minimum contribution for 2022	\$0
Advanced funding contribution for 2022 payable in 2021	\$0

Rationale for each change

CBOPHB voted to increase PSR by 1% after keeping it flat the last couple years

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Funding Plan Contribution

Funding plan liability as of 1/1/2020	\$(53,029,326)
Total of in-plan and outside assets	\$52,935,980
Funded status	\$(93,346)
Funded ratio	100%
Funded status projection as of 12/31/2021	\$(103,896)
Proposed ongoing funding contribution for 2022	\$24,330

Year	Proposed Ongoing Funding Contribution
12/31/2022	\$24,330
12/31/2023	\$24,330
12/31/2024	\$24,330
12/31/2025	\$24,330
12/31/2026	\$24,330
Present Value Total	\$103,896

Pre-82 Denominational information as of 1/1/2020

Total plan liability	\$(1,942,016,256)
Total plan assets	\$1,980,170,672
Total plan funded status	\$38,154,416
Total plan funded ratio	102%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2020.

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Health—Active Participants

Elections and Estimates

	Final
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2020	\$3,583,077
Budgeted annual plan benefit cost for 2021	\$3,762,231
Projected annual plan benefit cost for 2022	\$4,061,479
Expected average future annual increases	5.00%

Rationale for each change

Includes 3.5% rate increase for 2022

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Health—Additional Sponsored Coverage

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

<input checked="" type="checkbox"/>	Clergy or lay on disability (including pending disability)
<input checked="" type="checkbox"/>	Surviving spouses or children of deceased active participants

Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2019	Estimated obligation as of 12/31/2020
Clergy or lay on disability (including pending disability)	\$102,600	\$104,544
Surviving spouses or children of deceased active participants	\$0	\$0
Total	\$102,600	\$104,544

Annual cost calculation

The following calculations are not a present value of future costs.

Total estimated obligation as of 12/31/2020		\$104,544
Average number of years of remaining coverage	÷	6.0000
Estimated annual cost as of 12/31/2020	=	\$17,424
Expected average future annual increases	x	5.00%
Projected annual cost as of 12/31/2022	=	\$19,210

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Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Towers Watson as of 12/31/2020.

Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 12/31/2022.

PRM Actuarial Valuation as of 12/31/2020

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$33,667,526
APBO net plan sponsor cost	\$26,921,060
Service cost net plan sponsor cost	\$740,919
Annual plan benefit cost	\$1,622,741
Intention regarding PRM	Retain current plan benefit

Participant counts by category	
Active participants	235
Active dependents	179
Retirees	363
Surviving spouses	81
Dependents of retired participants	173
Total participants	1,031

Key actuarial assumptions	
Census date	01/01/2021
Discount rate	2.10%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	6.50%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2027

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Elections and Estimates

Description of Benefit

Each eligible person over age 65 receives an HRA of 3.33 percent of the fully funded amount per year of service up to a maximum of 30 years. The fully funded amount is \$2,678.

	Final
Health plan benefit offered to retirees	Via Benefits
Expected average future annual increases	2.00%
Projected annual plan benefit cost as of 2022	\$1,688,300

Funding Plan Contribution

The following calculations are not a present value of future costs.

Net PRM assets		\$3,674,059
APBO net plan sponsor cost	-	\$26,921,060
Funded status	=	\$(23,247,001)
Number of annual payments	÷	20
Portion of funded status payable (\$0 if Funded status ≥ \$0)	=	\$1,162,350
Funding plan service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$740,919
Ongoing funding contribution for 2022	=	\$1,903,269

Rationale for each change

Assets designated per Wespath recommendation

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Comprehensive Protection Plan (CPP)

Plan Overview: The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full-time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three-quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

The CPP adoption agreement executed by the UPPER NEW YORK contains its elections to cover or not to cover categories mentioned above.

Elections and Estimates

	Final
Expected average future annual increases	2.00%
Estimated premium for 2022	\$462,900

Rationale for each change

Adjusted per Wespeth recommendation

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

United Methodist Personal Investment Plan (UMPIP)

Plan Overview: The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual's retirement account balance.

United Methodist Personal Investment Plan (UMPIP) Lay

Elections and Estimates

	Final
Expected average future annual increases	2.00%
Estimated contribution for 2022	\$167,280

United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	1.50%
Estimated contribution for 2022	\$120,785

Upper New York Conference (374) 2022 Comprehensive Benefit Funding Plan

Other Defined Contribution (DC) Obligations

Name	Estimated annual contribution
Retiree Emergency Fund	\$25,000

Description
Retiree Emergency Fund

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$25,000

Name	Estimated annual contribution
Retiree Moving Expense	\$40,000

Description
Retiree Moving Expense

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$40,000

Rationale for each change

Adjusted to be closer to average balance of fund expense over the last three years.

Name	Estimated annual contribution
UMLife LTD and Death Benefit for Lay Employees	\$36,000

Description
UMLife LTD and Death Benefit for Lay Employees

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2022	\$36,000

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Other Defined Benefit (DB) Obligations

Name	Estimated annual contribution
Special Grants	\$13,387

Description

Special Grants (Granted by former CBOPHB)

	Final
Expected average future annual increases	2.00%
Estimated contribution for 2022	\$13,387
Discount rate	0.00%
Estimated amount of liability	\$134,000
Total plan assets	\$200,000

Rationale for each change

Adjusted for grants ending due to retirement