

Upper New York Conference (374) 2025 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 2025

Clergy Retirement Security Program (CRSP) DB	\$1,310,846
Clergy Retirement Security Program (CRSP) DC	\$446,410
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$198,459
United Methodist Personal Investment Plan (UMPIP) Lay	\$264,899
United Methodist Personal Investment Plan (UMPIP) Clergy	\$87,062
Other Defined Contribution (DC) Obligations	\$101,000
Other Defined Benefit (DB) Obligations	\$14,506
Health—Active Participants	\$3,097,856
Health—Additional Sponsored Coverage	\$25,613
Post-Retirement Medical (PRM)	\$1,476,028
Comprehensive Protection Plan (CPP)	\$447,270

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$764,522

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Conference Benefit Officer (or equivalent)	Susan Latessa	05/20/2024
Conference Treasurer	Robert Flask	05/21/2024
Conference Board of Pension Chair	Sara Baron	05/20/2024
Council on Finance and Administration Chair		



Opinion on **Upper New York Conference 2025** 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) 2025 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2022	Market Value as of 12/31/2023	
DEPOSIT ACCOUNT		\$2,111,374	\$1,721,765	
Pre-82 designated assets	\$0	Investment Objective	Short-term	
PRM designated assets	\$0	Actual Allocation	Equity	8.46%
			Fixed	3.62%
			Short-term	87.92%
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PENSION RESERVE FUND		\$7,555	\$8,675	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.97%
			Fixed	34.03%
			Short-term	0.00%
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\$	RETIRED CLERGY BENEFITS FUND	\$18,002,448	\$20,723,268	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$8,801,462	Actual Allocation	Equity	65.97%
			Fixed	34.03%
			Short-term	0.00%
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UNY BENEFITS FUND		\$10,750,388	\$12,235,840	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	55.08%
			Fixed	44.92%
			Short-term	0.00%

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§ *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) 2025 Comprehensive Benefit Funding Plan

Incoming Money

Primary Sources

Estimated amount for 2025

Apportionments \$1,546,785

Annual Apportionment \$1,546,785

x Expected Collection Percentage 100.00%

Direct Billing

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

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Allocate Funding Sources to Benefit Obligations

Funding Sources		Deposit Account	Pension Reserve Fund	Retired Clergy Benefits Fund	Uny Benefits Fund	Apportionments
Available Balance		\$1,721,765	\$8,675	\$11,921,806	\$12,235,840	\$1,546,785
Total Allocated		\$39,506	\$0	\$1,686,235	\$1,548,928	\$503,516
Remaining Balance		\$1,682,259	\$8,675	\$10,235,571	\$10,686,912	\$1,043,269
Plan Contributions for 2025						
CRSP DB	\$1,310,846					\$117,976
CRSP DC	\$446,410					\$44,641
MPP						
Pre-82	\$198,459			\$198,459		
UMPIP Lay	\$264,899					\$264,899
UMPIP Clergy	\$87,062					
Retiree Emergency Fund	\$25,000	\$25,000				
Retiree Moving Expense	\$40,000					\$40,000
UMLife LTD and Death Benefit for Lay Employees	\$36,000					\$36,000
Special Grants	\$14,506	\$14,506				
Health Active	\$3,097,856				\$1,548,928	
Health Additional	\$25,613					
Post-Retirement Medical	\$1,476,028			\$723,254		
CPP	\$447,270					
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$764,522			\$764,522		

Upper New York Conference (374) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Direct Billing	Prm In-Plan & Outside Assets
Available Balance			\$8,801,462
Total Allocated		\$4,456,286	\$0
Remaining Balance			\$8,801,462
Plan Contributions for 2025			
CRSP DB	\$1,310,846	\$1,192,870	
CRSP DC	\$446,410	\$401,769	
MPP			
Pre-82	\$198,459		
UMPIP Lay	\$264,899		
UMPIP Clergy	\$87,062	\$87,062	
Retiree Emergency Fund	\$25,000		
Retiree Moving Expense	\$40,000		
UMLife LTD and Death Benefit for Lay Employees	\$36,000		
Special Grants	\$14,506		
Health Active	\$3,097,856	\$1,548,928	
Health Additional	\$25,613	\$25,613	
Post-Retirement Medical	\$1,476,028	\$752,774	
CPP	\$447,270	\$447,270	
Ongoing Funding Contributions			
Pre-82			
Post-Retirement Medical	\$764,522		

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Plan Contributions for 2025		Funding Needed
CRSP DB	\$1,310,846	\$0
CRSP DC	\$446,410	\$0
MPP		\$0
Pre-82	\$198,459	\$0
UMPIP Lay	\$264,899	\$0
UMPIP Clergy	\$87,062	\$0
UMLife LTD and Death Benefit for Lay Employees	\$36,000	\$0
Retiree Emergency Fund	\$25,000	\$0
Retiree Moving Expense	\$40,000	\$0
Special Grants	\$14,506	\$0
Health Active	\$3,097,856	\$0
Health Additional	\$25,613	\$0
Post-Retirement Medical	\$1,476,028	\$0
CPP	\$447,270	\$0

Ongoing Funding Contribution for 2025		Funding Needed
Pre-82		
Post-Retirement Medical	\$764,522	\$0

Upper New York Conference (374) 2025 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)	249.75
CRSP Defined Benefit (DB)	
Required contribution for 2025	\$1,310,846
CRSP Defined Contribution (DC)	
Expected average future annual increases	2.00%
Estimated contribution for 2025	\$446,410

CRSP DB Denominational Information as of 1/1/2023

Total plan liability	\$(2,419,203,927)
Total plan assets	\$2,956,861,167
Total plan funded status	\$537,657,240
Total plan funded ratio	122%
Plan sponsor's liability percentage	2.0604%

Upper New York Conference (374) 2025 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.00%
COLA increases for actives	2.00%
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

Upper New York Conference (374) 2025 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 2025	\$0

MPP Denominational Annuities Information as of 1/1/2023

Total MPP annuities liability	\$(3,694,564,244)
Total plan assets	\$4,797,636,095
Total plan funded status	\$1,103,071,851
Total plan funded ratio	130%
Plan sponsor's liability percentage	2.7109%

Future MPP Denominational Annuitants Information as of 1/1/2023

Total participant account balances	\$2,289,954,084
Plan sponsor's participant account balances	\$42,168,064

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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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)	712
Estimated PSR cost-of-living increase	1.00%
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	5.5000%
Minimum contribution for 2025	\$0
Advanced funding contribution for 2025 payable in 2024	\$198,459

Rationale for each change

COLA / Inflation

Upper New York Conference (374) 2025 Comprehensive Benefit Funding Plan

Funding Plan Contribution

Funding plan liability as of 1/1/2023	\$(42,253,406)
Total of in-plan and outside assets	\$48,901,815
Funded status	\$6,648,409
Funded ratio	116%
Funded status projection as of 12/31/2024	\$4,919,946
Proposed ongoing funding contribution for 2025	\$0

Pre-82 Denominational information as of 1/1/2023

Total plan liability	\$(1,537,988,875)
Total plan assets	\$1,858,547,416
Total plan funded status	\$320,558,541
Total plan funded ratio	121%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

Upper New York Conference (374) 2025 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 2023	\$2,809,847
Budgeted annual plan benefit cost for 2024	\$2,950,339
Projected annual plan benefit cost for 2025	\$3,097,856
Expected average future annual increases	5.00%

Upper New York Conference (374) 2025 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 12/31/2022	Estimated obligation as of 12/31/2023
Clergy or lay on disability (including pending disability)	\$89,056	\$152,944
Surviving spouses or children of deceased active participants	\$0	\$0
Total	\$89,056	\$152,944

Annual cost calculation

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

Total estimated obligation as of 12/31/2023		\$152,944
Average number of years of remaining coverage	÷	6.5833
Estimated annual cost as of 12/31/2023	=	\$23,232
Expected average future annual increases	x	5.00%
Projected annual cost as of 12/31/2025	=	\$25,613

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Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Towers Watson as of 12/31/2023.

Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 12/31/2025.

PRM Actuarial Valuation as of 12/31/2023

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$20,500,324
APBO net plan sponsor cost	\$17,944,310
Service cost net plan sponsor cost	\$307,380
Annual plan benefit cost	\$1,476,028
Intention regarding PRM	Retain current plan benefit

Participant counts by category	
Active participants	194
Active dependents	135
Retirees	362
Surviving spouses	77
Dependents of retired participants	171
Total participants	939

Key actuarial assumptions	
Census date	01/01/2023
Discount rate	4.75%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	6.75%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2031

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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	0.00%
Projected annual plan benefit cost as of 2025	\$1,476,028

Rationale for each change

2025 cost based on valuation report

Funding Plan Contribution

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

Net PRM assets		\$8,801,462
APBO net plan sponsor cost	-	\$17,944,310
Funded status	=	\$(9,142,848)
Number of annual payments	÷	20
Portion of funded status payable (\$0 if Funded status ≥ \$0)	=	\$457,142
Funding plan service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$307,380
Ongoing funding contribution for 2025	=	\$764,522

Upper New York Conference (374) 2025 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 2025	\$447,270

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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 2025	\$264,899

Rationale for each change

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United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	1.50%
Estimated contribution for 2025	\$87,062

Rationale for each change

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Upper New York Conference (374) 2025 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 2025	\$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 2025	\$40,000

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 2025	\$36,000

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Other Defined Benefit (DB) Obligations

Name	Estimated annual contribution
Special Grants	\$14,506

Description

Special Grants (Granted by former CBOPHB)

	Final
Expected average future annual increases	2.00%
Estimated contribution for 2025	\$14,506
Discount rate	0.00%
Estimated amount of liability	\$134,000
Total plan assets	\$200,000