

BENEFIT PLANS - AVAILABILITY AND ELIGIBILITY

Eligibility	Conf Health Insurance				Pension			
	Cafeteria Plan	Health Insurance	Dental Insurance	Vision Insurance	CRSP-DB/DC	CPP	UMPIP - Employer	UMPIP-Employee
Less than 20 Hours								
Lay	No	No	No	No	No	No	Yes**	Yes**
Clergy	No	No	No	No	Yes	Yes+	No*	Yes
20 - 29 Hours								
Lay	Yes	No	No	No	No	No	Yes**	Yes**
Clergy	Yes	No	No	No	Yes	Yes+	No*	Yes
30 or more Hours								
Lay	Yes	Yes	Yes	Yes	No	No	Yes**	Yes**
Clergy	Yes	Yes	Yes	Yes	Yes	Yes	No*	Yes

Status	Conf Health Insurance				Pension			
	Cafeteria Plan	Health Insurance	Dental Insurance	Vision Insurance	CRSP-DB/DC	CPP	UMPIP - Employer	UMPIP - Employee
Supply (Lay)	Optional (Min. 20 Hrs)	Optional (Min. 30 Hrs)	Optional (Min. 30 Hrs)	Optional (Min. 30 Hrs)	No	No	Yes**	Optional**
Part-Time Local Pastor	Optional (Min. 20 Hrs)	No	No	No	Yes	No	No	Optional
Full-Time Local Pastor	Optional	Yes	Optional	Optional	Yes	Yes	No*	Optional*
Provisional Elder	Optional	Yes	Optional	Optional	Yes	Yes	No*	Optional*
Appointed Less than Full Time	Optional (Min. 20 Hrs)	No	No	No	Yes	Optional+	No*	Optional*
Provisional Deacon	Optional	Yes	Optional	Optional	Yes	Yes	No*	Optional*
Appointed Less than Full Time	Optional (Min. 20 Hrs)	No	No	No	Yes	Optional+	No*	Optional*
Ordained Deacon	Optional	Yes	Optional	Optional	Yes	Yes	No*	Optional*
Appointed Less than Full Time	Optional (Min. 20 Hrs)	No	No	No	Yes	Optional+	No*	Optional*
Ordained Elder	Optional	Yes	Optional	Optional	Yes	Yes	No*	Optional*
Appointed Less than Full Time	Optional (Min. 20 Hrs)	No	No	No	Yes	Optional+	No*	Optional*

Minimum Compensation			
CPP		2011	2012
<i>Billable Compensation</i> (Part 4 of Church Pastor Compensation Report)		\$37,030	\$37,669
Equitable Compensation			
<i>Total Base</i> (Part 3 line 3 of Church Pastor Compensation Report)	Conference Member	\$32,768	\$33,587
	Full-Time Local Pastor	\$29,624	\$30,365
	Additional Church	\$2,184	\$2,400

Appointment Status vs. Hours

Appointment Status	Hours
1/4 Time	0 to 10
1/2 Time	11 to 20
3/4 Time	21 to 29
Full Time	30 or more

DS can make exception to the appointment status vs hours for Health Insurance purposes. Please contact the Health Benefits Director for more information.

* If appointed to extension ministry that is not a Conference Responsible Entity then an adoption agreement is needed by that organization in order for clergy to participate

** Church/Organization must have an adoption agreement in order to participate

+ This will be for only 1 year & at the cost of the participant

BENEFIT PLANS - AVAILABILITY AND ELIGIBILITY

	Health Insurance	Dental Insurance	Vision Insurance	Cafetria Plan	CRSP-DB/DC	CPP	UMPIP - Participant Contributions	UMPIP - Employer Contributions
Incapacity Leave (receiving CPP disability benefits)	Coverage continues uninterrupted - must have been in plan prior to going on Incapacity Leave	Coverage continues uninterrupted - must have been in plan prior to going on Incapacity Leave	Coverage continues uninterrupted - must have been in plan prior to going on Incapacity Leave	Not Eligible to Participate	Payments continue based on billable compensation prior to incapacity leave	Currently being accessed, no payments into plan necessary, will pay benefit upon death	Not Eligible to Participate	Not Eligible to Participate
Incapacity Leave (not receiving CPP disability benefits)	Coverage continues uninterrupted - must have been in plan prior to going on Incapacity Leave	Coverage continues uninterrupted - must have been in plan prior to going on Incapacity Leave	Coverage continues uninterrupted - must have been in plan prior to going on Incapacity Leave	Not Eligible to Participate	Not Eligible to Participate	Coverage <u>may</u> continue for 1 year- premiums paid by participant (must let Conference know)	Not Eligible to Participate	Not Eligible to Participate
Personal Leave	Coverage may continue for up to 18 months at the <u>lay</u> rate	Coverage may continue for up to 18 months at the <u>lay</u> rate	Coverage may continue for up to 18 months at the <u>lay</u> rate	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate
Transitional Leave	Coverage may continue for up to 18 months at the <u>clergy</u> rate	Coverage may continue for up to 18 months at the <u>clergy</u> rate	Coverage may continue for up to 18 months at the <u>clergy</u> rate	Not Eligible to Participate	Not Eligible to Participate	Coverage continues for 1 year - premiums paid by Conference	Not Eligible to Participate	Not Eligible to Participate unless hired (not appointed) by church/organization as lay employee & meet the eligibilty requirments established by that church/organization
Sabbatical Leave	Coverage may continue at the <u>clergy</u> rate <u>provided premiums are paid by participant</u>	Coverage may continue at the <u>clergy</u> rate <u>provided premiums are paid by participant</u>	Coverage may continue at the <u>clergy</u> rate <u>provided premiums are paid by participant</u>	Not Eligible to Participate	Not Eligible to Participate	Coverage continues for 1 year - premiums paid by Conference	Not Eligible to Participate	Not Eligible to Participate
Family Leave	No Coverage	No Coverage	No Coverage	Not Eligible to Participate	Not Eligible to Participate	Coverage <u>may</u> continue for 1 year- premiums paid by participant (must let Conference know)	Not Eligible to Participate	Not Eligible to Participate

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	Health Insurance	Dental Insurance	Vision Insurance	Cafetria Plan	CRSP-DB/DC	CPP	UMPIP - Participant Contributions	UMPIP - Employer Contributions
Maternity/Paternity Leave	Coverage continues as church/organization is still paying participant	Coverage continues as church/organization is still paying participant	Coverage continues as church/organization is still paying participant	Coverage continues as church/organization is still paying participant	Contributions continue to be paid by local church	Coverage continues - premiums paid by Church	Contributions continue as church/organization is still paying participant	Contributions continue to be paid by church/organization if hired as lay employee or appointed to a non-Conference Responsible Entity & meet the eligibility requirements established by that church/organization
Involuntary Leave	No Coverage	No Coverage	No Coverage	Not Eligible to Participate	Not Eligible to Participate	Coverage <u>may</u> continue for 1 year- premiums paid by participant (must let Conference know)	Not Eligible to Participate unless hired by church/organization as lay employee & meet the eligibilty requirments established by that church/organization	Not Eligible to Participate unless hired by church/organization as lay employee & meet the eligibilty requirments established by that church/organization
Administrative Location	No Coverage unless hired by church/organization as lay employee working at least 30 hours per week	No Coverage unless hired by church/organization as lay employee working at least 30 hours per week	No Coverage unless hired by church/organization as lay employee working at least 30 hours per week	Not Eligible to Participate unless hired by church/organization as lay employee working at least 20 hours per week	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate unless hired by church/organization as lay employee & meet the eligibilty requirments established by that church/organization	Not Eligible to Participate unless hired by church/organization as lay employee & meet the eligibilty requirments established by that church/organization
Honorable Location	No Coverage unless hired by church/organization as lay employee working at least 30 hours per week	No Coverage unless hired by church/organization as lay employee working at least 30 hours per week	No Coverage unless hired by church/organization as lay employee working at least 30 hours per week	Not Eligible to Participate unless hired by church/organization as lay employee working at least 20 hours per week	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate unless hired by church/organization as lay employee & meet the eligibilty requirments established by that church/organization	Not Eligible to Participate unless hired by church/organization as lay employee & meet the eligibilty requirments established by that church/organization
Deacon Appointed w/out pay	No Coverage	No Coverage	No Coverage	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate	Not Eligible to Participate