

# South Georgia Conference (712) 2024 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 2024

<b>Clergy Retirement Security Program (CRSP) DB</b>	\$1,310,723
<b>Clergy Retirement Security Program (CRSP) DC</b>	\$309,300
<b>Ministerial Pension Plan (MPP)</b>	\$0
<b>Pre-82 Plan (Pre-82)</b>	\$0
<b>United Methodist Personal Investment Plan (UMPIP) Lay</b>	\$70,383
<b>United Methodist Personal Investment Plan (UMPIP) Clergy</b>	\$70,900
<b>Other Defined Contribution (DC) Obligations</b>	\$63,486
<b>Other Defined Benefit (DB) Obligations</b>	\$0
<b>Health—Active Participants</b>	\$2,017,031
<b>Health—Additional Sponsored Coverage</b>	\$96,334
<b>Post-Retirement Medical (PRM)</b>	\$456,750
<b>Comprehensive Protection Plan (CPP)</b>	\$309,300

### Ongoing Funding Contributions

<b>Pre-82 Plan (Pre-82)</b>	\$0
<b>Post-Retirement Medical (PRM)</b>	\$0

# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Eleanor Dickson	09/18/2023
Conference Treasurer	Suzanne Jones	09/19/2023
Conference Board of Pension Chair	Ben Martin	10/02/2023
Council on Finance and Administration Chair		



## Opinion on **South Georgia Conference 2024** 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

# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

## Accounts

<b>Wespath Accounts</b>		<b>Market Value as of 12/31/2021</b>	<b>Market Value as of 12/31/2022</b>	
CONF CLAIMANTS DEPOSIT ACCOUN		\$607,659	\$615,178	
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Short-term	
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity	0.00%
			Fixed	0.00%
			Short-term	100.00%
<hr/>				
RESERVE - RETIREE MEDICAL BENE		\$4,245,761	\$384,589	
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Intermediate-term	
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
RESERVE INSURANCE ACCOUNT		\$4,481,447	\$3,542,576	
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Intermediate-term	
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
SOUTH GEORGIA SUPERANNUATE		\$118,505	\$86,430	
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Intermediate-term	
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
<hr/>				
TRUST FUND, RESERVE ACCOUNT		\$4,742,739	\$3,954,002	
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Intermediate-term	
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%

## South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

<b>Non-Wespath Accounts</b>		<b>Market Value as of 12/31/2021</b>	<b>Market Value as of 12/31/2022</b>	
MSSB INVESTMENTS-Pre 82		\$441,190	\$418,308	
<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Intermediate-term	
<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity	30.00%
			Fixed	70.00%
			Short-term	0.00%
<hr/>				
<b>\$</b>	Retiree Medical Trust	\$0	\$22,649,979	
	<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Long-term
	<b>PRM designated assets</b>	\$22,649,979	<b>Actual Allocation</b>	Equity 16.88%
				Fixed 74.84%
				Short-term 8.28%
<hr/>				
	WIH Pitts Fund in SGA Investment Acct	\$10,043,381	\$53,071	
	<b>Pre-82 designated assets</b>	\$0	<b>Investment Objective</b>	Long-term
	<b>PRM designated assets</b>	\$0	<b>Actual Allocation</b>	Equity 24.40%
				Fixed 63.70%
				Short-term 11.90%
<hr/>				
<b>\$</b>	<i>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.</i>			

# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

## Incoming Money

### Primary Sources

**Estimated amount for 2024**

Apportionments	\$944,966
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Annual Apportionment	\$984,340
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x Expected Collection Percentage	96.00%
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Direct Billing

### Other Sources

Pitts Trust quarterly allocation

Surplus HealthFlex funds in investment acct

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

## South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

### Allocate Funding Sources to Benefit Obligations

Funding Sources		Conf Claimants Deposit Account	Reserve - Retiree Medical B	Reserve Insurance Account	South Georgia Superannuate	Trust Fund, Reserve Account
<b>Available Balance</b>		\$615,178	\$384,589	\$3,542,576	\$86,430	\$3,954,002
<b>Total Allocated</b>		\$0	\$0	\$205,404	\$0	\$0
<b>Remaining Balance</b>		\$615,178	\$384,589	\$3,337,172	\$86,430	\$3,954,002
<b>Plan Contributions for 2024</b>						
CRSP DB	\$1,310,723					
CRSP DC	\$309,300					
MPP						
Pre-82						
UMPIP Lay	\$70,383					
UMPIP Clergy	\$70,900					
Accidental Death Benefit	\$1,000					
Retirement Gift	\$40,000					
UNUM-Long Term Disability & Death Benefit	\$22,486					
Health Active	\$2,017,031			\$205,404		
Health Additional	\$96,334					
Post-Retirement Medical	\$456,750					
CPP	\$309,300					
<b>Ongoing Funding Contributions</b>						
Pre-82						
Post-Retirement Medical	\$0					

## South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

### Allocate Funding Sources to Benefit Obligations

Funding Sources		Mssb Investments-Pre 8	Wih Pitts Fund In Sga Investment	Apportionments	Direct Billing	Pitts Trust Quarterly Allocatio
<b>Available Balance</b>		\$418,308	\$53,071	\$944,966		
<b>Total Allocated</b>		\$0	\$0	\$756,523	\$2,200,080	
<b>Remaining Balance</b>		\$418,308	\$53,071	\$188,443		
<b>Plan Contributions for 2024</b>						
CRSP DB	\$1,310,723				\$216,453	
CRSP DC	\$309,300			\$27,100	\$282,200	
MPP						
Pre-82						
UMPIP Lay	\$70,383			\$70,383		
UMPIP Clergy	\$70,900				\$70,900	
Accidental Death Benefit	\$1,000			\$1,000		
Retirement Gift	\$40,000			\$40,000		
UNUM-Long Term Disability & Death Benefit	\$22,486			\$22,486		
Health Active	\$2,017,031			\$181,100	\$1,630,527	
Health Additional	\$96,334			\$96,334		
Post-Retirement Medical	\$456,750			\$8,820		
CPP	\$309,300			\$309,300		
<b>Ongoing Funding Contributions</b>						
Pre-82						
Post-Retirement Medical	\$0					

## South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

### Allocate Funding Sources to Benefit Obligations

Funding Sources		Surplus Healthflex Funds	Pre-82 Surplus	Prm In-Plan & Outside Assets
<b>Available Balance</b>			\$2,673,758	\$21,884,038
<b>Total Allocated</b>			\$1,094,270	\$447,930
<b>Remaining Balance</b>			\$1,579,488	\$21,436,108
<b>Plan Contributions for 2024</b>				
CRSP DB	\$1,310,723		\$1,094,270	
CRSP DC	\$309,300			
MPP				
Pre-82				
UMPIP Lay	\$70,383			
UMPIP Clergy	\$70,900			
Accidental Death Benefit	\$1,000			
Retirement Gift	\$40,000			
UNUM-Long Term Disability & Death Benefit	\$22,486			
Health Active	\$2,017,031			
Health Additional	\$96,334			
Post-Retirement Medical	\$456,750			\$447,930
CPP	\$309,300			
<b>Ongoing Funding Contributions</b>				
Pre-82				
Post-Retirement Medical	\$0			



## South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

Plan Contributions for 2024		Funding Needed
CRSP DB	\$1,310,723	\$0
CRSP DC	\$309,300	\$0
MPP		\$0
Pre-82		\$0
UMPIP Lay	\$70,383	\$0
UMPIP Clergy	\$70,900	\$0
Retirement Gift	\$40,000	\$0
Accidental Death Benefit	\$1,000	\$0
UNUM-Long Term Disability & Death Benefit	\$22,486	\$0
Health Active	\$2,017,031	\$0
Health Additional	\$96,334	\$0
Post-Retirement Medical	\$456,750	\$0
CPP	\$309,300	\$0

Ongoing Funding Contribution for 2024		Funding Needed
Pre-82		
Post-Retirement Medical	\$0	\$0

# South Georgia Conference (712) 2024 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
<b>Eligibility requirement</b>	75%+
<b>Conference Full Time Equivalents (FTE)</b>	250.50
<b>CRSP Defined Benefit (DB)</b>	
Required contribution for 2024	\$1,310,723
<b>CRSP Defined Contribution (DC)</b>	
Expected average future annual increases	-5.00%
Estimated contribution for 2024	\$309,300

### Rationale for each change

The loss of 142+/- clergy participating in 2023 created the expected loss in DC. Further losses are expected in 2024. Calculation based on current plan comp after loss \* .03

### CRSP DB Denominational Information as of 1/1/2022

Total plan liability	\$(2,285,443,615)
Total plan assets	\$2,829,122,591
Total plan funded status	\$543,678,976
Total plan funded ratio	124%
Plan sponsor's liability percentage	1.6818%

# South Georgia Conference (712) 2024 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, 2022.*

# South Georgia Conference (712) 2024 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 2024	\$0

### MPP Denominational Annuities Information as of 1/1/2022

Total MPP annuities liability	\$(3,665,135,772)
Total plan assets	\$4,758,759,842
Total plan funded status	\$1,093,624,070
Total plan funded ratio	130%
Plan sponsor's liability percentage	1.4726%

### Future MPP Denominational Annuitants Information as of 1/1/2022

Total participant account balances	\$3,172,631,225
Plan sponsor's participant account balances	\$54,323,435

### 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, 2022.*

# South Georgia Conference (712) 2024 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

	<b>Final</b>
Past Service Rate (PSR)	815
Estimated PSR cost-of-living increase	2.00%
Contingent Annuitant Percentage (CA%)	70 %
Discount rate	5.5000%
Minimum contribution for 2024	\$0
Advanced funding contribution for 2024 payable in 2023	\$0

### Rationale for each change

Intend to redirect surplus for 2023

## South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

### Funding Plan Contribution

Funding plan liability as of 1/1/2022	\$(20,681,722)
Total of in-plan and outside assets	\$22,259,838
Funded status	\$1,578,116
Funded ratio	108%
Funded status projection as of 12/31/2023	\$662,212
Proposed ongoing funding contribution for 2024	\$0

### Funding strategy

Redirection

### Pre-82 Denominational information as of 1/1/2022

Total plan liability	\$(1,654,956,622)
Total plan assets	\$1,987,198,636
Total plan funded status	\$332,242,014
Total plan funded ratio	120%

*Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2022.*

# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

## Health—Active Participants

### Elections and Estimates

	<b>Final</b>
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2022	\$2,349,159
Budgeted annual plan benefit cost for 2023	\$2,419,634
Projected annual plan benefit cost for 2024	\$2,017,031
Expected average future annual increases	3.00%

### Rationale for each change

July 2023 South Ga is losing 80+/- activeHealthFlex participants offset by a 6% actual rate increase for 2024.

# South Georgia Conference (712) 2024 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.

Clergy or lay on disability (including pending disability)

Clergy in the Voluntary Transition Program (VTP)

### Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2021	Estimated obligation as of 12/31/2022
Clergy or lay on disability (including pending disability)	\$423,720	\$325,381
Clergy in the Voluntary Transition Program (VTP)	\$0	\$0
<b>Total</b>	<b>\$423,720</b>	<b>\$325,381</b>

### Annual cost calculation

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

Total estimated obligation as of 12/31/2022		\$325,381
Average number of years of remaining coverage	÷	3.5833
Estimated annual cost as of 12/31/2022	=	\$90,804
Expected average future annual increases	x	3.00%
Projected annual cost as of 12/31/2024	=	\$96,334



# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

## Post-Retirement Medical (PRM)

### Valuation

The most recent actuarial valuation was provided by Southern Actuarial Services as of 12/31/2021.  
Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 12/31/2023.

### PRM Actuarial Valuation as of 12/31/2021

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$17,176,362
APBO net plan sponsor cost	\$16,402,332
Service cost net plan sponsor cost	\$100,930
Annual plan benefit cost	\$456,750
Intention regarding PRM	Retain current plan benefit

<b>Participant counts by category</b>	
Active participants	111
Active dependents	0
Retirees	230
Surviving spouses	0
Dependents of retired participants	0
<b>Total participants</b>	<b>341</b>

<b>Key actuarial assumptions</b>	
Census date	12/31/2021
Discount rate	3.50%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	0.00%
Ultimate medical trend or inflation rate	0.00%
Fiscal year for ultimate medical trend	2019

# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

## Elections and Estimates

### Description of Benefit

We provide an HRA to retirees to subsidize their medical care. \$210/m retirees with 20+ years on conference health insurance receive ; \$157.50/m retirees with 10-20 years; \$0 retirees with less than 10 years.

	<b>Final</b>
Health plan benefit offered to retirees	Via Benefits
Expected average future annual increases	0.00%
Projected annual plan benefit cost as of 2024	\$456,750

### Funding Plan Contribution

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

Net PRM assets		\$21,436,108
APBO net plan sponsor cost	-	\$16,402,332
Funded status	=	\$5,033,776
Portion of funded status payable (\$0 if Funded status ≥ \$0)		\$0
Funding plan service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$0
Ongoing funding contribution for 2024	=	\$0

# South Georgia Conference (712) 2024 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 SOUTH GEORGIA contains its elections to cover or not to cover categories mentioned above.

### Elections and Estimates

	<b>Final</b>
Expected average future annual increases	-5.00%
Estimated premium for 2024	\$309,300

### Rationale for each change

A loss of 140+/- clergy during 2023 created the expected loss in those covered by CPP. Further losses are expected in 2024. Calc based on current comp \*.03-not accounting for possible future losses in 2024.

# South Georgia Conference (712) 2024 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	0.00%
Estimated contribution for 2024	\$70,383

### Rationale for each change

Expected headcount to decrease and therefore matching employer funds will decrease

## United Methodist Personal Investment Plan (UMPIP) Clergy

### Elections and Estimates

	Final
Expected average future annual increases	-1.00%
Estimated contribution for 2024	\$70,900

### Rationale for each change

Reduction is due to loss of 10 +/- pastors on UMPIP during 2023

# South Georgia Conference (712) 2024 Comprehensive Benefit Funding Plan

## Other Defined Contribution (DC) Obligations

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<b>Name</b>	<b>Estimated annual contribution</b>
Accidental Death Benefit	\$1,000

**Description**

Accidental Death Benefit

	<b>Final</b>
Expected average future annual increases	0.00%
Estimated contribution for 2024	\$1,000

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<b>Name</b>	<b>Estimated annual contribution</b>
Retirement Gift	\$40,000

**Description**

Gift to pastors upon retirement, to assist with final moving expenses. Actual amount depends on how many FT and PT pastors retire in any given year. we give \$2,000 to retiring FT pastors, and \$500 to retiring PT pastors. The Conference is clear that we will do this as long as funding allows, but cannot guarantee it will always be around.

	<b>Final</b>
Expected average future annual increases	0.00%
Estimated contribution for 2024	\$40,000

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<b>Name</b>	<b>Estimated annual contribution</b>
UNUM-Long Term Disability & Death Benefit	\$22,486

**Description**

UM Life Options-Long Term Disability & Death Benefits for lay employees and predecessor BPP plan for retired clergy/surviving spouses

	<b>Final</b>
Expected average future annual increases	3.00%
Estimated contribution for 2024	\$22,486

**Rationale for each change**

additions to staff in 2023-expect to see little change for 2024 other than age banded increases