

## Document 600 - Budget

### 2022 Budget

The Purpose of the Northern Illinois Annual Conference is to make disciples for Jesus Christ for the transformation of the world by equipping its local faith communities for a ministry of witness, justice, hope and love, and by providing a connection for the mission beyond the congregation; all to the glory of God.

	2020 Actual	2021 Budget	2022 Recommended	Notes
<b>SOURCES OF FUNDS</b>				
Anticipated Apportionments from Local Churches	4,240,022	4,169,810	4,045,981	69% payment rate on 5,840,064
Other Sources				
GCFA Episcopal Office Support	85,471	85,000	85,000	
Program Endowments, Restricted Gifts, PPP	400,428	147,150	200,950	includes Sp. Sundays, endowments etc.
<b>TOTAL INCOME</b>	<b>4,725,921</b>	<b>4,401,960</b>	<b>4,331,931</b>	<b>(70,029) Increase (decrease)</b>
<b>USES OF FUNDS</b>				
<b><u>Cabinet Ministries</u></b>				
Equipping Local Churches				
New Faith Communities	96,500	250,000	250,000	explanatory materials follow
Church Redevelopment Programming	40,330	64,000	64,000	
Support to Local Churches	225,767	240,000	240,000	explanatory materials follow
Intervention	49,198	50,000	50,000	
Clergy Relocation Expenses	127,050	130,000	130,000	
Meetings, District Events, and Ministries	37,434	72,500	67,500	
<b>TOTAL Amenable to Cabinet Decisions</b>	<b>576,279</b>	<b>806,500</b>	<b>801,500</b>	<b>(5,000) increase (decrease)</b>
<b><u>Program Ministries</u></b>				
Conference Programming	649,582	605,700	605,700	explanatory materials follow
Conference Program Staff	310,684	388,595	394,884	4 fulltime, 1 part-time
Shepherding Team Strategic Plan	44,538	47,500	47,500	includes Part-time consultant
Jurisdictional Apportionments	14,626	14,627	14,627	
General & Jurisdictional Conference Delegation	-	13,800	13,800	
Annual Conference Sessions and Secretary	15,621	75,000	85,000	additional costs for legislative sessions
<b>TOTAL Program Council</b>	<b>1,035,051</b>	<b>1,145,222</b>	<b>1,161,511</b>	<b>16,289 increase (decrease)</b>

**Cabinet Expenses**

Ministerial Education Fund - Conference	36,439	62,558	57,965	
District Superintendent Salary and Benefits	805,951	789,842	723,247	91,858 salary per DS
Cabinet Support Staff Salary and Benefits	359,256	303,779	304,699	
Episcopal Support Staff Salary and Benefits	153,521	158,317	159,201	1 Fulltime 1 half-time, details below
<b>TOTAL Cabinet</b>	<b>1,318,728</b>	<b>1,314,496</b>	<b>1,245,112</b>	<b>(69,384) increase (decrease)</b>

**Conference Committees and Boards**

Board of Ordained Ministry Expenses	10,000	12,000	12,000	
Trustee Expenses	46,487	55,000	55,000	repairs to district parsonages
Property and Liability Insurance	69,301	66,000	66,000	Umbrella, auto, D&O,
Legal Fees	26,187	40,000	40,000	
Archives	66	9,200	9,200	rent and supplies for archives
Audit	32,200	33,500	33,500	
Administrative Staff and Benefits	425,551	488,931	488,394	
Office Expenses, Rent, Copying, Telephone, etc.	318,741	322,842	299,780	details below
IT purchases, software, support	117,697	108,269	119,934	
<b>TOTAL Administrative Committees</b>	<b>1,046,230</b>	<b>1,135,742</b>	<b>1,123,808</b>	<b>(11,934) increase (decrease)</b>

**TOTAL CONFERENCE EXPENSES**

<b>3,976,288</b>	<b>4,401,960</b>	<b>4,331,931</b>	<b>(70,029) increase (decrease)</b>
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**Apportionments in support of General Church**

<b>TOTAL Apportioned Amounts in Support of General Funds</b>	<b>437,539</b>	<b>1,722,057</b>	<b>1,823,556</b>
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All monies collected from local churches dedicated to these funds shall be
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**General Apportionments**

Paid as collected

World Service Fund	710,156	926,091	980,675	75% of 2020 apportionment paid
Episcopal Fund	210,306	274,253	290,418	75% of 2020 apportionment paid
Ministerial Education Fund - General Church	119,929	234,593	248,420	50% of 2020 apportionment paid
Black Colleges Fund	63,785	124,769	132,123	50% of 2020 apportionment paid
General Church Administration	56,217	109,966	116,447	50% of 2020 apportionment paid
Africa University	14,275	27,923	29,569	50% of 2020 apportionment paid
Interdenominational Cooperation Fund	12,506	24,462	25,904	50% of 2020 apportionment paid
<b>TOTAL General/Jurisdictional Apportionments</b>	<b>1,187,173</b>	<b>1,722,057</b>	<b>1,823,556</b>	<b>101,499 increase (decrease)</b>

**GRAND TOTAL EXPENSES**

<b>5,163,460</b>	<b>6,124,017</b>	<b>6,155,487</b>	<b>31,470</b>
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## 2022 Budget Details

*Below, find details for the totals reported above. These are not additional budget lines, but explanations of the budget lines that appear above.*

	<u>Salaries</u>	<u>Benefits</u>	<u>Taxes, Cont. Ed.</u>	<u>arsonages/Tr</u>	<u>Totals</u>
District Superintendent Salary and Benefits	459,293	176,363	10,625	76,966	723,247
Cabinet Staff - District Admins and NCD	224,706	57,899	11,470	10,624	304,699
Episcopal Support Staff and Benefits	104,588	36,890	6,293	11,430	159,201
Conference Program Staff and Benefits	270,625	87,661	19,745	16,853	394,884
Administrative Staff and Benefits	337,069	103,542	31,039	16,744	488,394

  

<u>Meetings, Events, and Ministries</u>	<u>2020 Actuals</u>	<u>2021 Budget</u>	<u>2022 Budget</u>	
Interviews, Retreats, Recruitment	32,161	32,000	32,000	
District Events	4,773	30,000	25,000	
Town and Rural Ministries		10,000	10,000	
NCJ Rural Ministries	500	500	500	
	<u>37,434</u>	<u>72,500</u>	<u>67,500</u>	

  

<u>Office Expenses, Rent, Copying, Telephone, etc.</u>				
Supplies and Expenses	16,032	23,369	22,409	paper, pens, envelopes, binders,
Bank Fees	20,039	15,728	19,037	
Postage	7,192	12,908	12,007	includes postage machine lease
Hospitality	2,088	3,500	5,000	
Printing	27,806	37,245	37,348	5 copier leases, toner, desktop printing
Volunteer Travel to meetings	1,477	10,000	10,000	
Rent and Utilities	179,438	168,598	149,342	Chicago Temple and Elgin First (storage)
Telephone	35,819	35,494	28,636	landlines, equipment, cell phones
Interns/Consultants	17,462	8,000	8,000	
Contracted Services	11,388	8,000	8,000	
	<u>318,741</u>	<u>322,841</u>	<u>299,779</u>	

## **Explanatory Materials**

The cabinet awards amounts to specific churches from the New Faith Communities, Support for Local Churches, and Intervention budget lines during 2022 so that the money is used only where necessary and as situations change. No local church awards have been made for 2022. As an illustration, these specific churches received support in 2020 and the budget in support for 2021.

	<u>2020 Actuals</u>	<u>2021 Budget</u>
<b><u>Resources Amenable to Cabinet Decision</u></b>		
<b>New Faith Communities</b>		
Belvidere: Emerge Hispanic		12,000
Blue Island Hispanic	12,000	6,000
Chicago: Elston Ave - On Hold		6,000
Itasca: Bethany NFC	35,000	
Joliet: Cristo El Camino Hisp. NFC	6,000	6,000
Machesney Park: New Life NFC		12,000
Melrose Park: Cosmopolitan	4,500	
Melrose Park: Red Door NFC	4,000	6,000
Melrose Park: UVC Hispanic NFC		3,000
Northbrook: Glenbrook Korean	24,000	
Oswego: Wellspring NFC		30,000
River Forest (Urban Village Church)	6,000	12,000
Rochelle Hispanic NFC Planning - On Hold		6,000
Rockford: Brook Road Hispanic NFC - On Hold		3,000
Rockford: Emerge Rocford NFC		3,000
Roselle UMC	5,000	
Shorewood NFC		15,000
Wood Dale: The Center NFC		6,000
Sub-TOTAL	96,500	126,000
<b>Support to Local Churches</b>		
Aurora: Nueva Vida	12,000	12,000
Belvidere Hispanic	18,000	6,000
Blue Island Hispanic		6,000
Chicago: Adalberto	2,400	1,200
Chicago: Amor de Dios	12,000	12,000
Chicago: Broadway	1,500	
Chicago: Chicago Lawn	6,000	6,000
Chicago: East Side		5,000
Chicago: Englewood/Rust	12,000	12,000
Chicago: First Vietnamese	2,000	2,000
Chicago: Grace of Logan Square	12,000	24,000
Chicago: Granville	1,200	
Chicago: Greenstone	4,000	4,000
Chicago: Humboldt Park	9,000	3,000
Chicago: Indo Pak	6,000	6,000
Chicago: Lincoln	5,000	5,000
Chicago: Mandell	2,000	4,000
Chicago: Olivet	9,667	10,000
Chicago: Parish Holy Covenant	3,000	3,000
Chicago: Ravenswood Fellowship		5,000
Chicago: Union Avenue	8,000	5,000
Chicago: West Ridge	6,000	10,000
Elgin: El Messias UMC	6,000	
Elmhurst: Christ UMC	5,000	10,000
Elmhurst: Faith Evangelical		4,500
Evanston: Hemingway		6,000
Lisle: Faith UMC	10,000	2,000
Lockport: First	10,000	2,000
Mt. Prospect: Sam Mool	8,000	10,000
Oak Park: St Johns UMC	3,000	
Ottawa: Epworth Planning - On Hold		12,000
Park Forest	2,000	3,000
Rock Falls	12,000	12,000
Rockford: Christ the Carpenter	10,000	10,000
Thornton: Grace United	2,000	
Waukegan: San Pablo	6,000	
Vital Congregations	20,000	12,000
Sub-TOTAL	225,767	224,700

## **Explanatory Materials**

Conference groups and boards make application to a Shepherding Team committee to receive 2022 grant from the \$605,700 programming funds. Application involves specificity to the project's goals and methods and fund useage details. No awards have been made for 2022. We list the projects supported in 2020 and 2021 as illustrative of the types of work that may be supported in 2021.

<u>Program Ministries</u>	<u>2020 Actuals</u>	<u>2021 Budget</u>	
<u>Goal #1: To Grow and Reach New Disciples of Jesus Christ</u>			
Board of Higher Ed and Campus Ministries	224,658	245,208	
Board of Laity	439	1,000	
Discipleship Strategic Goals		1,000	
Outdoor and Retreat Ministries	225,000	60,000	2020 Additional costs because of COVID closures
Pembroke Institute (BMCR)	13,467	24,600	
Spiritual Formation	2,246	7,000	
<u>Goal #2 To Live Out the Conviction that Racism is Incompatible with Christian Teaching</u>			
Anti-racism Strategic Goals (ACST)		43,500	
Black Family Link in the Chain (BMCR)		7,900	
Commission on Religion and Race	995	1,450	
Global Justice; CRLN		500	
Justice for Our Neighbors	18,003	20,000	
Refugee (CBGM)		100	
Urban Youth Initiative (BMCR)		900	
<u>Goal #3: To Increase the Number of Highly Vital Congregations</u>			
Accessibility Ministry	2,450	3,500	
Asian American Fellowship		8,750	
Black Church Mobilization (BMCR)	8,104	8,700	
Congregational Redevelopment Grants		10,000	
Creative Ministry Grants	15,000	20,000	
Hispanic Ministry Team	792	8,000	
Leadership Development	6,268	23,392	
Media Resources	5,300	6,000	
Safe Sanctuaries		300	
<u>Justice and Mercy Ministries</u>			
Antigambling Task Force	1,000	1,000	
CBGM-Program/Training		6,250	
Covid 19 Response in Central Conferences	75,000		
Childserve	1,000	1,000	
COSROW		1,000	
Disaster Response Program and Training	50	1,400	
Keeping Hope Alive (BMCR)		7,900	
Methodist Youth Services	1,000	1,000	
Mission Secretary		1,500	
Native American	1,825	3,700	
Older Adult Ministries		2,000	
Plumblne	100		
Rockford Urban Ministries	7,500		
Rosecrance	1,000	1,000	
Social Reform Grants		15,000	
VIM	120	10,000	
<u>Ecumenism</u>			
Ecumenical & Interreligious Dialogue	390	2,000	
Ecumenism Metro Chicago		250	
Greater Chicago Broadcast Ministries	3,400	3,400	
Illinois Conference of Churches	5,000	5,000	
Niagara-Abrahamic Table		500	
<u>Other</u>			
ACST Administrative		5,000	
Communications	29,475	35,000	
TOTAL	649,582	605,700	

**Document: 680.01**

**Name: Benefit Programs**

**Author(s): Conference Board of Pension and Health Benefits**

**CCFA Comment: No action required**

**ACTION:**

The Conference Board of Pensions and Health Benefits, partnering with Wespath recommends the following policies for clergy and other eligible participants enrolled in welfare, health and pension benefits.

**I. Health Insurance**

The Conference Board of Pensions recommends that the Annual Conference establish the following policies and procedures for administration of the Conference Health Care Program, effective January 1, 2022.

**A. Mandatory Coverage**

1. The following categories of employees are mandated to participate in the Annual Conference health insurance program. In all cases, the spouses, and dependents (such as children) of eligible employees may enroll in the health plan at the election of the participant.

Category	Discipline 2016
Elder in full connection (including those from another Methodist denomination and those from another conference) appointed to full-time or service to a conference local church or campus ministry	338.1, 346.1, .2, &,.3
Associate member appointed to full-time service	321
Provisional Members on elder track appointed to full-time local church service	326.2
A full-time local pastor who is under Episcopal appointment to a charge located in the conference	318.1

2. Elders appointed to disability status prior to 65 will be covered under the conference plan until they are eligible for Medicare or for Social Security disability at the cost of the Conference Board of Pensions and Health Benefits. At age 65 and they have maintained their Supplemental Insurance through Via Benefits they, from a premium payment standpoint, will be treated as retired pastors and subject to the HRA guidelines explained in Section D of this Resolution.

**B. Release from Mandatory Coverage - THE PILOT PROGRAM**

Based on the implementation of the Affordable Care Act and the ability for individuals to gain coverage on the public exchange, churches can elect to opt out of the Wespath/NIC mandated health programs (HealthFlex).

To elect this option the Churches agree to the following:

1. Agree to pay the monthly HealthCare premium established by the Conference Board of Pensions.
2. Each quarter the Churches will receive a rebate of one month's premium of the HealthCare premium.
3. The maximum amount the Conference Board of Pensions will provide in cash is **(\$1,000)** per month to support clergy to engage a health carrier on the exchange and to help pay for additional personal taxes. The amount provided by the Conference is considered as taxable cash compensation.
4. If Churches fail to make premium payments the Conference holds the right to discontinue the cash support provided to the Pastors.

The objective of allowing Churches to opt out of HealthFlex is to provide a means to help Churches lower the cost of medical insurance and be able to maintain the **promised medical benefit to NIC pastors**.

The Conference Board of Pensions can also release a clergy person from mandatory participation in HealthFlex at its discretion when:

- a. The clergy person is eligible for health coverage through TRICARE, or Champus.
- b. The clergy is enrolled in coverage from a former employer or as a dependent on a spouse's employer-provided coverage. The Conference will treat the participant as if they were enrolled in the pilot program and bill the church as explained above (Section B).

#### C. Local Church and Extension Ministry Coverage Options

1. A local church or extension ministry may elect health insurance in the conference plan available to participants in the following categories **who meet the required eligibility criteria**:

Category	Discipline 2016	Premium Billed to
Ordained elder appointed to extension ministries within the connectional structure (other than a unit of the conference or general agency), within an ecumenical agency, within a GBHEM endorsed extension ministry or within a special ministry outside the connectional structure	344.1a(3), 344.1a(4), 344.1b, 344.1d	Salary Paying Unit
Ordained clergy from another denomination (other than UMC) appointed to half-time or more service to a Conference local church or a unit of the Conference	346.2, 346.3, 338.2, 346.1	Salary Paying Unit
Provisional, Associate or full clergy member granted voluntary leave of absence not to exceed 1 year	354.1 354.2	Participant
Clergy member of the Annual Conference granted Sabbatical Leave for up to one year.	352	Board of Ordained Ministry

Clergy member of the Annual Conference granted medical leave. <b>Premium Paid by Conference for One Year</b>	357	Board of Pensions
Deacon in full connection appointed to full-time basis in a conference local church, beyond the local church, or UMC related agencies and schools.	331.1a, 331.1b	Salary Paying Unit
A Provisional member on the Deacon track appointed to serve on a full-time basis to an NIC congregation or to the conference.	326.1	Salary Paying Unit
75% of eligible Lay Employees of a local church in the conference normally scheduled to work at least 30 hours per week inclusive of a calendar year		Salary Paying Unit

2. In accord with Illinois law, state recognized civil union partners of lay employees are eligible for coverage in a manner similar to spouses.
3. The option to offer coverage is made by the salary paying unit. The choice to accept the coverage shall be made by the participant. The salary paying unit may elect to offer health insurance to one or all categories of persons listed above in Section C. 1. The salary paying unit must make health insurance available to and will be billed for all persons within any specific category employed with the agency or local church.
4. Each salary paying unit must execute annually a sub-adoption agreement with the annual conference, should they desire to offer health coverage to persons in these categories.
5. These categories of persons are also eligible for coverage:

Category	Billed for Active's Premium
Surviving spouse or dependent children enrolled in the health plan at time of a participant's death	Participants pay 25%, Salary Paying Unit (or Board of Pensions) 75%
Divorced spouse enrolled in the plan at time of divorce for 2 years or in accordance with State and Federal law or court order	Divorced Spouse

#### **D. Retirement Health Administration –**

1. Clergy persons eligible for and enrolled in the health plan or participating in the pilot program or waived from mandatory coverage by virtue of being enrolled in their spouse's plan at Mandatory Retirement (Discipline paragraph 357.1), Early Retirement (Discipline paragraph 357.2b), Full Retirement (Discipline Paragraph 357.2c), or Involuntary Retirement (Discipline paragraph 357.3) are eligible for health benefits in retirement through the conference plan. No clergy member retiring under the "20 year rule" (Discipline paragraph 357.2a) is eligible for retiree health coverage.
2. A clergy spouse (or surviving spouse after death of an active member) enrolled in the health plan 5 consecutive years before retirement or enrolled when first eligible for coverage (and prior to participant's retirement) is eligible for coverage after retirement.



- 1 The family status of the participant cannot change during retirement, except in cases of  
2 adoption, childbirth, or death. Participants electing to not participate in retirement  
3 health plan at time of retirement may not elect to enroll at a later time.
- 4 3. Upon retirement the annual conference shall establish a Health Reimbursement Account  
5 (HRA) for the household in the retiree's name. Participants and their spouses who meet  
6 the retiree eligibility rules under BOD 357.2 may use the funds in the HRA to pay for  
7 medical expenses including premiums, co-pays, deductibles, dental services, medical  
8 services, coinsurance, etc. Like a savings account, the funds do not need to be expended  
9 by the end of the calendar year and balances roll forward when unused.
- 10 4. Annually, the annual conference will provide a benefit equal to \$100 per year of  
11 ministerial service. This benefit also extends to the Pastor's spouse for the duration of  
12 their lifetime. This amount is subject to change based on the needs and circumstances of  
13 the Conference and/or participants.
- 14 5. This benefit is limited to a maximum of 40 years of service. 40 years of service would  
15 provide a benefit of \$4,000 for both the pastor and their spouse.
- 16 6. Ministerial service years are determined by the Conference Board of Pensions and  
17 Health Benefits. Only years served in the Northern Illinois Conference are considered in  
18 the HRA calculation. Special exceptions may be made based on approval by NIC Board  
19 of Pensions. Any counting of service years earned by service to non-Northern Illinois  
20 Conference appointments recognized prior will not be recognized effective January 1,  
21 2022.
- 22 7. The Conference at the discretion of their Board of Pension has the right to change or  
23 modify the retiree benefit and or contributions at any time.
- 24 8. Full Time Lay Conference employees of the annual conference with 5 continuous years  
25 of coverage before retirement will have a contribution equal to \$100 per year of service  
26 to the annual conference deposited in their HRA annually. Eligibility for the HRA is  
27 contingent on a participant's enrollment in Medicare B and engagement with the  
28 Conference's selected provider.
- 29 9. The Conference Board of Pensions and Health Benefits engages Via Benefits to aid clergy  
30 retirees aged 65 and above in selection of suitable Medicare supplement coverage and to  
31 act as a patient advocate when necessary. To receive the HRA benefit eligible  
32 participants must enroll through the Via Benefits program and be enrolled in Medicare B.  
33 Clergy who retire prior to 65 and meet the eligibility rules to retire under BOD 357.2 will  
34 have the HRA equivalent deducted from the cost of their conference provided medical  
35 coverage until they reach Medicare eligibility, enroll in Medicare B and enroll in  
36 Supplemental programs through Via Benefits.
- 37

#### 38 **E. Active Health Administration**

- 39 1. Monthly premiums are billed to each charge or salary-paying unit at rates established by  
40 the Conference Board of Pensions. Premiums are due the first of each month. Accounts  
41 90 days in arrears are subject to termination as explained in the arrearage policy  
42 approved by the Board and the NIC Cabinet. This policy describes the efforts that will  
43 be made by the Conference office and the Cabinet to work with Churches that are more  
44 than 90 days in arrears. If all efforts to receive payment or develop a payment plan have  
45 been exhausted, then termination of coverage may be the final option. Notification of

- 1 accounts in arrears will be provided to the District Superintendent, the pastor, the local  
2 church PPRC chair, and the local church treasurer prior to termination.
- 3 2. If a participant enrolls in one of the HealthFlex Exchange programs that require a  
4 payroll deduction to the Conference and those deductions are not made the Conference  
5 can have the participant placed in a plan that does not require a payroll deduction.
- 6 3. Churches should care that tax reporting is correctly administered for all payroll  
7 deductions around health insurance provisions.
- 8 4. Active participants seeking to enroll in the Flexible Spending Account Benefit provided  
9 by the plan must enroll in November of the year preceding the year of the agreement.  
10 Inquiries on billings and enrollment should be directed to the Conference Benefits  
11 Administrator, Lameise Turner, at (312) 346-9766, ext. 720.  
12 Problem resolution and inquiries regarding coverage should be directed to the HealthFlex  
13 Team at Wespath 1-800-851-2201.

## 14 15 **II. Pension Programs**

- 16 **A. Clergy Retirement Security Program (CRSP) Eligibility.** The General Conference of  
17 the United Methodist Church established the CRSP as the primary pension program for  
18 United Methodist clergy in 2007. Mandatory participation is required when both 1 and  
19 2 are met:
- 20 1. The clergy member relationship to the conference is as a:
- 21 a. Commissioned Members (Deacon or Elder)
- 22 b. Elders in Full Connection
- 23 c. Members of Other Conferences appointed in the Northern Illinois Conference  
24 (paragraph 346.1 appointments)
- 25 d. Full Time Local Pastors
- 26 e. Deacons in Full Connection
- 27 f. Members of other denomination, appointed to service in an NIC local church  
28 if no other pension is provided by their denomination.
- 29 2. The clergy member is under Episcopal appointment half-time or more to the  
30 following service types:
- 31 a. to local churches in the Northern Illinois Conference
- 32 b. to the Conference (staff or Cabinet)
- 33 c. to a Conference controlled entity (such as a campus ministry or ORM)
- 34 d. to Incapacity leave with CPP benefits
- 35 3. In order to waive participation, a half-time or more appointed clergy member must  
36 sign a waiver form at time of appointment. Please note that persons assigned, but  
37 not appointed are not eligible in the program.
- 38 4. Local churches are encouraged to enroll as a plan sponsor of UMPIP and to make  
39 employer contributions into the accounts of clergy appointed quarter-time.

## 40 41 **B. Clergy Retirement Security Program.**

- 42 1. **Comprehensive Protection Plan (CPP).** The Comprehensive Protection Plan is the  
43 primary death and disability benefit for enrolled clergy. The billing rate for CPP will be  
44 established by the Conference office. Appointments with compensation less than full

time and those that were considered under special arrangements will be covered and billed based on rates established by UMLifeOptions.

## **2. CRSP – Defined Contribution**

- a. The CRSP pension program includes a defined contribution component. Each clergy member will have 2% of plan compensation deposited in an individual account at the Wespath. All contributions into the account are invested and the enrolled clergy member receives the appreciated value of the account upon retirement.
  - b. Clergy persons are encouraged to contribute 1% of their plan compensation into their UMPIP account as a salary deduction. The annual conference will match the first 1% of UMPIP contributions paid into the participants CRSP-DC account.
3. **CRSP – Defined Benefit program.** With the defined benefit component each enrolled clergy member will receive a monthly cash benefit from the plan upon retirement. The amount of the benefit is determined by the number of full-time-equivalent years in the program and the denominational average compensation at the time of retirement multiplied by 1.0%. Annual contributions made by the conference will be invested by Wespath so that the NIC obligation can be met. A portion of defined benefit funding accrues to a reserve fund for funding future variation in market results and other benefits to retirees and future retirees.

**C. Billing Methods.** The Annual Conference will invoice local churches monthly **16% (3% (CPP) + 3% (CRSP DC) + 10% (CRSP DB)** based on clergy plan compensation required for support of the CRSP and CPP programs. Currently, churches are being billed 16% of clergy plan compensation. **Increases may be necessary in the future.**

## **D. Pre-82 Defined Benefit Past Service Rate for 2021**

1. The Conference Board of Pensions recommends that the annual pension rate for service prior to 1982, effective January 1, 2021, be \$605 per service year, an increase of 0% from 2021. Surviving spouses shall be supported at the rate of 85% of participant pension benefit amounts. Special grants will be provided as identified in Section F.

**E. Excludable Housing allowance for retired clergy.** In accordance with the Private Ruling Letter from the Internal Revenue Service, the Northern Illinois Conference Annual Conference Session reaffirms the limits to housing allowance exclusion for retired and disabled clergy found in the Standing Rules, at Section IV. C. 1, which states: *Disabled clergy have the same legal relationship to an Annual Conference as do the retired clergy and, thus, this Conference is also the appropriate organization to designate a housing/rental allowance for disabled ordained or local pastors who are members of this Conference.*

*An amount equal to 100% of the pension payments received by a retired clergy, or 100% of the disability payments received by a disabled clergy, is designated as rental/housing allowance respectively for each retired or disabled ordained or local pastor of The United Methodist Church who is or was a member of the Northern Illinois Conference at the time of retirement or disability.*

## **F. Special Grants**

- 1 For the 2020 Northern Illinois Conference Session the Board of Pensions approved grants for participants meeting the following eligibility criteria:

- a. Members of the Northern Illinois Annual Conference who retired from an appointment in the conference;
  - b. Who have at least 15 years of service prior to 1982 compensated at the Past Service Rate (excludes those at the DBSM rate); and,
  - c. Who have less than 10 years of service to Northern Illinois Conference appointments served while enrolled in the MPP program.
2. For 1/1/2021 the amount provided to eligible participants will be \$655 times their pre-82 years of service. This amount will remain in place until otherwise changed by the Board of Pensions
  3. The Conference Board of Pensions also recommends the special grant previously given to Vernon L. Bell be continued for his widow, Enid. Mr. Bell died March 17, 1995. He served 11 years as a full member of the Northern Illinois Conference from June 13, 1954, to August 15, 1965. He took voluntary Leave of Absence from 1965 and Honorable Location in 1966. The service rate at the time of his voluntary location was \$77. Thus, we recommend for the year commencing July 1, 2020, to June 30 2021, a grant be paid to Mrs. Bell of \$847, actuarially reduced in the same manner as if this grant was paid under the Methodist Ministers Reserve Pension Fund for payments commencing after early retirement date and prior to normal retirement date. Payments shall be paid monthly.
  4. The Conference Board of Pensions also recommends that a special grant be made to James W. French for his 3.5 years of service with this Annual Conference from June 1, 1978 through December 31, 1981. We recommend for the year commencing July 1, 2020 to June 30, 2021, a grant of \$140.95 monthly be paid based on the present pension rate, but actuarially reduced since payments are starting prior to full retirement age.

### **III. Group Life Insurance**

The Conference Board of Pensions enrolls in the UMLifeOptions program. Every eligible retired clergy person will be enrolled in the plan with a benefit of \$5,000 at no cost to the participant. Active clergy persons have \$10,000 in coverage at the NIC expense when an application is filed during the open enrollment period. Coverage beyond this amount is at the cost of the participant and will be billed directly from UMLifeOptions.

#### **Document: 680.02**

**Name: "Because They Cared" Initiative**

**Author: Conference Board of Pensions and Health Benefits**

**CCFA Comment: CCFA consents to creation of this conference-wide appeal**

#### **ACTION:**

The Northern Illinois Conference establishes the "Because they Cared" fund where individuals and churches can make contributions in honor of clergy who have served meaningfully through the years. Funds collected will be used in support of the clergy retirement programs of the Conference. We authorize a conference-wide appeal for this initiative. This is a way for us to affirm and celebrate the service of clergy who have made an impact in our lives and churches. We honor their legacy through our commitment to support future clergy in retirement.

#### **RATIONALE:**

1 The first purpose of the "Because They Cared" initiative is to provide another source of funding  
2 for current and future clergy pensions and health benefits. CCFA has considered, referred, and  
3 consents to the Conference's consideration of this appeal.

4 This idea came as a result of considering the need for funding future pensions and health  
5 benefits for clergy currently serving. We have sufficient resources to provide for all currently  
6 retired clergy and those retiring in the near future. Our stewardship of pensions funds, in  
7 coordination with Wespeth, has been both faithful and diligent. However, the pool of future  
8 retirees combined with the uncertainty of economic projections makes for something akin to a  
9 mortgage balloon payment coming due in the future. We have been brainstorming on ways to  
10 raise the funds needed to ensure that all current and future clergy are cared for under our  
11 covenant.

12 A secondary purpose is to recognize the contributions of past and current clergy in enriching  
13 our lives. Too often we take our dedicated and caring clergy for granted. Clergy morale is a  
14 problem in part because we hear the criticisms more powerfully than the affirmation. Most, if  
15 not all of us, can think of several clergy who offered the wisdom we needed, or the  
16 compassionate presence of God, or life-giving instruction. We need to share those stories. We  
17 can tell the stories and honor these clergy who have been special to us with contributions to  
18 fund future clergy pensions – with donations in their honor. Donations to the "Because They  
19 Cared" Initiative would be acknowledged with the person listed on an "Honor Roll of the  
20 Saints."

21 For a donation of \$100, each of our saints would be listed on a website page. This initiative is a  
22 way to express deep appreciation for clergy members and demonstrate the conference's spirit of  
23 gratitude for the lives and witnesses that shape us.

# DOCUMENT: 100 - NOMINATING COMMITTEE - 2021 SLATE

## KEY:

District	Race/Ethnicity	Gender	Age
LN – Lake North	A – Asian	F – female	YO – youth (12-18)
LS – Lake South	B – Black	M – male	Y – younger adult (19-35)
PC – Prairie Central	H – Hispanic	NB – non-binary	A – adult (36-64)
PN – Prairie North	ME – multi-ethnic	T – transgender	O – older adult (65+)
PS – Prairie South	NA – Native American	O – other or chooses not to disclose	
	W – White		
<b>Lay or Clergy</b>	O – other or chooses not to disclose		
L – laity			
C – clergy			

## THOSE WHOSE SERVICE BEGAN 2020-2021 AFTER ANNUAL CONFERENCE:

Name	District	Lay or Clergy	Race/Ethnicity	Gender	Age
<b>Conference Secretary</b>					
Hayes, Randy	PS	L	W	M	O
<b>Assistant Secretary for Standing Rules</b>					
Diss, Daniel	PC	C	W	M	A
<b>Conference Council on Finance and Administration</b>					
Dunfrund, William	PS	L	W	M	O
Lagos-Fonseca, David	PC	C	H	M	A
<b>Annual Conference Committee</b>					
Dangerfield, Deborah (Chair)	LS	L	B	F	O
Powers, Tennille	LS	C	B	F	A
Ray, P. Joanne	PC	L	W	F	A
Shields, Addison	LS	C	B	M	A
<b>Board of Trustees</b>					
Goodrich, Jarred	PS	L	W	M	A
Wood, Bob	LS	L	W	M	O
<b>Council on Older Adult Ministries</b>					
Kanhai, Nadia	PC	L	A	F	A
<b>Board of Outdoor and Retreat Ministries</b>					
Wheeler, Peyton “Buzz”	PS	L	W	M	O
<b>Spiritual Formation Work Area</b>					
Kim, Heewon	PN	C	A	M	A
<b>Committee on Accessibility Ministries</b>					
Kloepfer, Amanda		L		F	
<b>Board of Church and Society</b>					
Ray, P. Joanne	PC	L	W	F	A
<b>Board of Global Ministries</b>					
Oladipo, Amos	LS	C	B	M	A

**DOCUMENT: 100 - NOMINATING COMMITTEE - 2021 SLATE**

**THOSE WHOSE SERVICE WILL BEGIN AFTER ANNUAL CONFERENCE:**

<b>Name</b>	<b>District</b>	<b>Lay or Clergy</b>	<b>Race/ Ethnicity</b>	<b>Gender</b>	<b>Age</b>
<b>Conference Commission on Religion and Race</b>					
Lyall, Alka	LN	C	A	F	A
<b>Conference Commission on the Status and Role of Women</b>					
Hyon, Hyewon Sophia	LS	C	A	F	A
<b>Annual Conference Committee</b>					
Powers, Tennille	LS	C	B	F	A
<b>Committee on Nominations</b>					
Oglesby, Dennis	LN	C	B	M	A
<b>Annual Conference Committee</b>					
Bell, Veletta	LS	L	B	F	A
Chapman, Kim	PN	C	W	F	A
Fu, James	PC	C	A	M	A
George, John	LS	L	W	M	O
Schweitzer, Connie	PC	L	W	F	A
<b>Board of Ordained Ministry</b>					
Blachford, Eric	PC	E	W	M	A
Carr, Jay	LN	E	W	M	A
Kehr, GleeAnn	PC	L	W	F	A
Kwak, Chung Nam	LN	RE	A	M	O
Lee, Hyujae	PC	E	A	M	A
Shin, KyungHae Anna	PC	E	A	F	A
Siaba, Judith	LN	L	H	F	O
Smith, Sandra	PS	L	W	F	A
Swanson, Grant	LN	D	W	M	Y
Wellman, Kathy	PS	D	W	F	A
<b>Council on Young People's Ministries</b>					
Anderson, Rosalynn	LS	L	B	F	
Hides, Christine	LN	C	W	F	A
Javore, Barbara	LN	C	W	F	O
<b>Board of Higher Education and Campus Ministry</b>					
Ahn, Ilsup	LN	C	A	M	A
Cochran, Daniel	PC	C	W	M	A
<b>Council on Older Adult Ministries</b>					
Bennett, Fay	LN	L	B	F	O
<b>Board of Church and Society</b>					
Chapman, Kim	PN	C	W	F	A
Erickson, Betty	PC	L	W	F	O
<b>Commission on Christian Unity and Interreligious Relations</b>					
George, John	LS	L	W	M	O

DOCUMENT: 100 - NOMINATING COMMITTEE - 2021 SLATE

Oglesby, Dennis	LN	C	B	M	A
Powell-Bass, Vickie	LS	L	B	F	O
<b>Commission on Religion and Race</b>					
Powers, Tennille	LS	C	B	F	
A					
<b>Committee on Native American Ministries</b>					
Curiel, Michelle	PC	L	H	F	Y