



COMPASS MYTHS & FAQs

Conference Benefits Office, November 4 & 5th

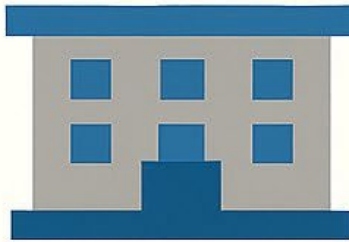
COMPASS Billing Flow

Wespath
COMPASS



Sends
Invoice

West
Ohio
Conference



1. WOC Pays COMPASS Invoice,
2. WOC bills Church **9.50%** of Plan Compensation



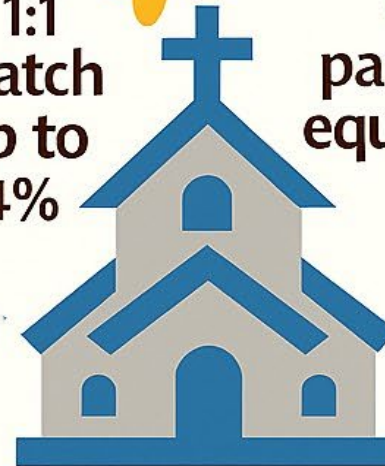
\$150.00



3% of cash
+ housing
allowance
or 35 %
parsonage
equivalent



1:1
match
up to
4%



Church pays West Ohio Conference **9.50%** of Plan Compensation **for three contribution types**, which are posted to the clergy's **COMPASS account**.

<https://www.westohioumc.org/pension-calculator>

Straight Talk: Cutting Through the Noise

1. Final Church Billing Breakdown

- Compass Plan Compensation: **9.50%**
- Ex: (New Process) **Clergy's Personal Contribution: 5%** Note: Church is billed by the Conference and must deduct clergy contributions via payroll.
- Comprehensive Protection Plan (CPP): **3%**
- \$50K Life Insurance (Mutual/MOO): **\$18.25**

2. Retirement & Pension Plans

- You are NOT losing your previous pension and retirement plans.
- CRSP is frozen but continues to earn interest and gains.
- Defined Benefit Plan (DB) based on the DAC (Denominational Average Compensation) continues to increase by 2% annually.

3. COMPASS Eligibility

- Mandatory – 100% clergy (all)
- Optional – 75% appointed clergy (all). May opt in or out.



Straight Talk: Cutting Through the Noise

4. Matching Contributions

- If clergy contributes 2%, the match is 2%.
- Church is billed for 4% regardless.
- Maximize contributions to receive full match. Don't leave money on the table.

5. UMPIP Contributions

- Clergy in the COMPASS plan will no longer use UMPIP to contribute to the 403(b).
- Personal contributions now go into COMPASS.
- Existing UMPIP accounts will continue to earn interest gains or losses.

6. UMPIP Church Accounts

- Clergy appointed 50% or less and church staff can still contribute to UMPIP.
- Church must establish its own Adoption Agreement with Wespath.
- Church handles direct billing with Wespath.





Questions