

## **Adoption Agreement for the Clergy Retirement Security Program (CRSP)**

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### **Part 1 – General Information**

1.1 Name of conference \_\_\_\_\_

1.2 Conference # \_\_\_\_\_ Employer # 3 3 5 \_\_\_\_\_

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### **Part 2 – Plan Sponsor**

The conference is the plan sponsor for eligible clergypersons described in Sections A2.27(b), (c), (d), (e) and (f) of CRSP, under Episcopal appointment to:

- a local church or pastoral charge located in the conference,
- a conference-responsible unit (as provided in paragraph 344.1(a)(1) of *The Book of Discipline*) located within the conference,
- the conference,
- a conference-elective entity approved by the conference,

and also for members of the conference who are Comprehensive Protection Plan (CPP) disabled, and for clergypersons entitled to CRSP benefits under the Uniformed Services Employment and Reemployment Rights Act (USERRA) who last served the conference.

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### **Part 3 – Plan Sponsor Elections**

3.1 The conference may elect to make conference members placed on medical leave but not CPP disabled eligible to participate in both the defined benefit (DB) and defined contribution (DC) portions of CRSP (select one):

- The conference elects to cover conference members placed on medical leave but not CPP disabled
- The conference elects not to cover conference members placed on medical leave but not CPP disabled

3.2 All full-time clergy described in Part 2 are eligible to participate in both the DB and DC portions of CRSP. The conference may also elect to cover less than full-time clergy in both the DB and DC portions of CRSP. If your conference is electing to cover less than full-time clergy, indicate which groups will be covered (select one):

- The conference elects to cover eligible clergypersons who serve at least three-quarter time appointments
  - The conference elects to cover eligible clergypersons who serve at least half-time appointments
  - The conference elects to cover only full-time clergy
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### **Part 4 – Plan Sponsor Acknowledgements**

By executing this adoption agreement, the conference hereby acknowledges, understands and agrees that:

- 4.1 Upon acceptance of this adoption agreement by Wespath, the conference will become a plan sponsor as defined in CRSP.
- 4.2 The plan sponsor will comply with CRSP, as amended periodically, and the rules, regulations and procedures promulgated by Wespath, or its successors.
- 4.3 If CRSP is amended in accordance with its amendment provisions, Wespath may (but need not) require the plan sponsor to execute a new adoption agreement.
- 4.4 In the event of any discrepancies between this adoption agreement and the CRSP plan document, the plan document will control.

- 4.5 The plan sponsor will enroll clergy in CRSP within 60 days of satisfying the applicable eligibility requirements.
- 4.6 The plan sponsor will maintain accurate records reflecting participant service and compensation and will provide data relevant to plan administration to Wespath in a timely manner.
- 4.7 The plan sponsor will notify Wespath of the termination of employment, retirement, disability, death or leave of absence of any participant as soon as possible but in no event later than 90 days following the event.
- 4.8 The plan sponsor will limit total contributions to CRSP and the United Methodist Personal Investment Plan (UMPIP) to the lesser of the annual dollar limit under Internal Revenue Code (Code) section 415 or 100% of Code section 415 compensation (generally taxable compensation plus before-tax salary deferrals, but not including housing allowance or parsonage.)
- 4.9 The plan sponsor will remit contributions to Wespath in a timely manner as required by CRSP. Late contributions may require payment of investment earnings and fees as specified in CRSP and applicable procedures.
- 4.10 The General Conference of The United Methodist Church has the right to amend or terminate this plan at any time.

**Part 5 – Effective Date**

Adoption agreements should be reviewed annually. The existing adoption agreement will continue to govern until the first of the year following acceptance of a new adoption agreement by Wespath.

The effective date of this amendment is January 1, 20\_\_\_\_ .

**Part 6 – Adoption**

The organizations on the Conference-Elective Entity list, as amended from time to time, are included in this agreement for the applicable year. The adoption agreement does not supersede the plan document in case of conflict but is deemed to be a part of the plan document to the extent that there is no conflict.

The undersigned, on behalf of the plan sponsor named in section 1.1, hereby declares a desire to sponsor CRSP or continue sponsorship in an amended CRSP (as reflected in this adoption agreement) and hereby certifies that the appropriate governing board and/or officers have authorized the plan sponsor’s sponsorship or continued sponsorship of CRSP as of the effective date indicated in Part 5.

Authorized signature \_\_\_\_\_ Date \_\_\_\_\_

Print name of signatory \_\_\_\_\_ Title \_\_\_\_\_

**Part 7 – Wespath Signatures**

Wespath hereby accepts this adoption agreement submitted by the conference named in section 1.1, and accepts that conference as one of the adopters and plan sponsors of CRSP as of the effective date noted in Part 5.

Authorized signature \_\_\_\_\_ Date \_\_\_\_\_

Print name and title \_\_\_\_\_

Authorized signature \_\_\_\_\_ Date \_\_\_\_\_

Print name and title \_\_\_\_\_

Please complete this form and send it by:

- E-mail (scanned copy) to [psmteam@wespath.org](mailto:psmteam@wespath.org), or
- Fax to **1-847-866-4894**, or
- Mail to Wespath  
 Plan Sponsor Management Team  
 1901 Chestnut Avenue  
 Glenview, IL 60025

Be sure to keep a copy for your records.